

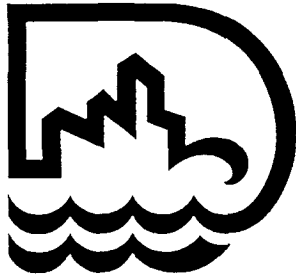
Davenport

Teamsters #238 (Blue Collar)

7/1/2006 6/30/2009

DAVENPORT / TEAMSTERS #238 (BLUE COLLAR) 06-09

City of Davenport



AGREEMENT

Between

THE CITY OF DAVENPORT

And

CHAUFFEURS, TEAMSTERS and HELPERS

LOCAL UNION NO. 238

July 1, 2006

to

June 30, 2009



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AGREEMENT

THIS AGREEMENT is entered into this 1st day of July, 2006 by and between the CITY OF DAVENPORT, IOWA (hereinafter called the "Employer"), and the CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238, affiliated with the International Brotherhood of Teamsters, Warehousemen, Chauffeurs and Helpers of America, (hereinafter referred to as the "Union"), and applies only to said parties.

WITNESSETH:

WHEREAS, the Union has been certified as the bargaining representative for the Employees in the bargaining unit set forth in Article I of this Agreement;

WHEREAS, it is the intent and purpose of the parties to achieve and maintain a cooperative relationship between the Employer and its employees by endorsing the principles of good faith bargaining with the Union as the duly elected representative of bargaining employees; to set forth herein their entire agreement covering rates of pay, wages, hours of employment and other conditions of employment; to increase the efficiency and productivity of the employees; to protect the citizens of Davenport by assuring effective and orderly operations; to prevent all strikes by public employees; and to provide an orderly and prompt method of handling and settling grievances;

NOW, THEREFORE, THE PARTIES AGREE WITH EACH OTHER AS FOLLOWS:

ARTICLE 1

Recognition

Section 1. Recognition.

The Employer recognizes the Union as the sole and exclusive bargaining agent for full-time City employees holding positions in the classification titles set forth herein in the Appendix or such other similar job classification titles as may, from time to time, be instituted, modified or changed by the Employer.

Section 2. New Classification.

When the Employer establishes a new job classification, the Employer shall designate the job classification and wage rate for the job classification. In the event the Union disagrees with the classification rate, it may submit a grievance at Step 3 of the grievance procedure. The Employer shall provide the Union with current job descriptions of each job classification.

ARTICLE 2

General Provisions

Section 1. Non-Discrimination.

In accordance with the applicable Federal and State law, the Employer and Union agree not to discriminate against any employee covered by this Agreement on the basis of sex, race, creed, religion, mental or physical disability, national origin, sexual preference or age. The City has adopted an Affirmative Action plan. The Union and the City jointly support the implementation of the plan. The Employer and Union further agree not to interfere with the right of employees covered by this Agreement to become or not become members of the Union and that there shall

be no discrimination against any such employees because of Union membership or non-membership.

Whenever this Agreement refers to the male gender, it shall also mean the female gender.

Section 2. Duty of Fair Representation.

The Union agrees to fulfill its duty to fairly represent all employees in the bargaining unit.

Section 3. Union/Management Meetings.

Representatives of the Union and the Employer shall meet at least once per month at a mutually agreeable time, to provide a forum for open communications between the parties. These communications could include proposed changes, which would generate cost savings and increase services. Agendas will be exchanged at least one week in advance.

Section 4. Rules and Regulations.

The City will compile separate books of current policies that apply to employees of the Public Works Department and the Leisure Facilities and Services Department. The contents of a policy are the exclusive right of management and may be unilaterally changed by the City. The compilation of policies is not all-inclusive.

The Union agrees that employees shall comply with all work rules presently in effect or subsequently established by the City. The City agrees that the reasonableness of work rules or the discriminatory applications of such rules may be subject to the grievance procedure. In determining the reasonableness of such work rules, the City's purpose as defined in Article 3, Management Rights, shall be considered.

Section 5. Personnel Files.

The City shall keep a central personnel file for each employee. Supervisors may keep working files, but materials not maintained in the central personnel file shall not provide the basis for discipline against an employee.

ARTICLE 3

Management Rights

The Employer has and will continue to retain, whether exercised or not, the sole right to operate and manage its affairs in all respects, and the powers or authority which the Employer has not abridged, delegated or modified by the express provisions of this Agreement are retained by the Employer. The rights of the Employer, through its management officials, shall include, but shall not be limited to, the right to determine the organization of the Blue Collar Unit of the City of Davenport; to determine the purpose of each of its service areas; to exercise control and discretion over the organization and efficiency of operations of the Employer; to set standards for services to be offered to the public; to direct the employees of the Employer, including the right to assign work and overtime; to hire, examine, classify, promote, train, transfer, assign and schedule employees in positions with the Employer; to suspend, demote, discharge, or take other disciplinary action against employees for proper cause; to increase, reduce, change, modify or alter the composition and size of the work force, including the right to relieve employees, to reallocate positions to a higher or lower classification; to determine the locations, methods, means, and personnel by which operations are to be conducted, including the right to determine whether goods or services are to be provided or purchased; to establish, modify, combine or abolish job classifications; and to change or eliminate existing methods, equipment or facilities.

The Employer has the sole authority to determine the purpose and mission of the Employer and to prepare, submit and approve budgets.

Those inherent managerial functions, prerogatives and policymaking rights which the City has not expressly modified or restricted by a specific provision of this Agreement are not subject to the grievance procedure contained herein but shall be construed under applicable Federal and State laws.

ARTICLE 4

No Strike – No Lockout.

Section 1. No Interruption of Service.

Neither the Union nor any of the employees covered by this Agreement will instigate, promote, sponsor, engage in, participate in or condone any strike, sympathy strike, slowdown, asserted stoppage of work, or any other interruption of the operations of the Employer, regardless of the reason for so doing. Any or all employees who violate this Section may be discharged or otherwise disciplined by the Employer. In addition, the Employer agrees that it will not lock out any employee during the term of this agreement.

Section 2. Official Responsibility of the Union.

Each employee who holds a position as officer, agent or representative of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. Accordingly, the Union agrees to notify all Union officers, agents and representatives of their obligations and responsibilities for maintaining compliance with this Article.

ARTICLE 5

Union Representatives

Section 1. Union Activity.

Bargaining Unit employees, including officers and representatives, shall not conduct Union activity or business on City time nor shall they be paid for time spent in the conduct of any Union activity or business, except as specifically authorized by the provisions of this Agreement.

Section 2. Union Representatives.

Authorized non-employee representatives of the Union shall be permitted to visit the operation of the Employer during working hours for the purpose of investigating and discussing grievances, if they first notify the appropriate department director or his designated representative, provided that such permission shall not be unreasonably denied.

If a supervisor calls in an employee for a meeting which could result in disciplinary action, the supervisor shall inform the employee of his right to have a union representative present before any actual discipline is initiated. Copies of all written disciplinary actions shall be provided to the union steward, regardless of whether or not the Steward attended the disciplinary meeting.

Section 3. Information.

Upon reasonable written request, the Union representative or Steward shall have the right to examine time sheets pertaining to the computation of compensation for any employee whose pay is in dispute, and other data of a non-confidential nature pertaining to a specific grievance with the consent of the employee involved, provided that the Employer shall not be required to collect or collate any such data.

Section 4. Bulletin Boards.

The Union shall be provided reasonable posting space where bulletin boards are available for the posting of notices and materials pertinent to its members, including, but not limited to, the announcement of meetings and the election of officers. The Union shall be reasonable concerning the content of their postings.

Section 5. Union Conventions.

Any employee chosen by the Union as a delegate to a labor convention or to participate on a Union committee shall be allowed time off without pay to participate in such, provided that the Employer is given at least ten (10) days notice. No more than two (2) employees shall be allowed time off pursuant to this Section at any one time nor shall any one employee be allowed more than five (5) days off in any one calendar year pursuant to this Section. The Chief Steward or his/her designee shall be allowed time off with pay to attend meetings, conferences, and workshops sponsored by the Quad City Area Labor Management Association (QCALM).

Section 6. Union Business Leave.

When contract bargaining sessions between the parties are scheduled to take place during normal working hours, eight (8) stewards who are members of the Union's bargaining team shall be given such time off without loss of pay to attend such sessions. The time-off granted for bargaining sessions shall be considered as hours worked for overtime eligibility.

The Union shall advise the Employer as far in advance as practical of the names of the designated Union Stewards, and their areas of representation. The Union shall have the right to send a representative to departmental orientation sessions of new employees and make a presentation not to exceed 20 minutes.

ARTICLE 6

Union Dues and Credit Union Deductions

Section 1. Dues and Credit Deductions.

Upon receipt of a lawful written authorization from an employee covered by this Agreement, the Employer agrees, during the term of this Agreement, to deduct from the Employee's pay, uniform monthly Union dues on a bi-weekly basis. Such dues deduction authorization may be revoked at any time by the employee by giving the Employer and the Union thirty (30) days written notice. The Union will notify the Employer in writing of the amount of the uniform dues to be deducted. The Union agrees to give the Employer thirty (30) days notice of any change in the amount of the uniform dues. The Employer shall make Credit Union deductions after the employee has provided proper written authorization.

The employer agrees to deduct from the wages of any employee who is a member of the Union a DRIVE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at anytime by giving written notice to both the Employer and the Union. The Employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of the employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

Section 2. Indemnification.

The Union shall indemnify, defend and hold the Employer harmless against any claim, demand or suit or liability (monetary or otherwise), and for all legal costs arising from any action taken or not taken by the Employer in compliance with this Article. The Union shall promptly refund to the Employer any funds received in accordance with this Article which are in excess of the amount of the Union dues which the Employer has agreed to deduct.

ARTICLE 7

Grievance Procedures

Section 1. Grievances.

It is mutually agreed that any grievance, which shall mean any dispute or disagreement raised by an employee involving as to him the meaning, interpretation or application of the specific provisions of this Agreement, shall be processed in the following manner. All grievances must be filed within ten (10) working days after the occurrence of the event giving rise to the alleged contract violation or within ten (10) working days after the employee concerned should have become aware of the occurrence of the event giving rise to the grievance through the use of reasonable diligence.

Section 2. Grievance Investigation and Discussions.

All grievance discussions and investigations shall take place in a manner which will not interfere with the operation of the City. It is agreed that if reasonably possible, the investigation of grievances shall be conducted and grievance meetings shall be held outside of normal working hours. If, however, it becomes necessary to investigate or discuss a grievance during working hours, it is agreed that such investigation or discussion shall be during the first half-hour of the shift or the last half-hour of the shift. If a meeting is scheduled between the Employer and the Union to discuss a grievance at one of the steps of the grievance procedure during the normal working hours of the grievant and/or the Union representatives, they shall be released from duty without loss of pay to attend the meeting.

At the request of either the employee and/or his Union representative, an investigation will commence at the 2nd step of the grievance procedure to discuss any suspension or discharge by the end of the business day following the disciplinary action.

This Section shall have no effect on the grievance, arbitration or Civil Service Sections of this Agreement.

Section 3. Steps of the Grievance Procedure.

Step 1. Any steward or employee who has a grievance shall submit it orally, with or without his Steward present, to the Department Superintendent or person designated for that purpose by the Employer. The Department Superintendent or the person designated to whom the grievance is submitted shall respond orally within five (5) working days after its submission. The Employer shall designate, in writing, individuals to whom grievances shall be submitted pursuant to this Step. A copy of the list of individuals so designated shall be given to the Union and the Union Stewards.

Step 2. If the grievance is not resolved orally, it shall be submitted in writing, and shall be signed by the employee and the Union Steward, to the Department Director or person designated for the purpose by the Employer within five (5) working days following the oral response of the Department Superintendent or person designated. The grievance shall set forth in detail all the relevant facts on which it is based, the express provision or provisions of the Agreement allegedly violated and the specific relief requested. The Department Director or the person designated for that purpose shall give a written answer to the employee and the Union Steward within five (5) working days after a meeting has been held concerning the grievance.

Step 3. If the grievance is not resolved in Step 2 of this procedure, a dated Notice of Appeal shall be given by the Union to the Director of Human Resources within ten (10) working days after receipt of the answer at Step 2. The Director of Human Resources shall discuss the grievance with the grievant and the Union representative at a mutually agreeable time and place within ten (10) working days. Any other employee participating in this Step at the request of the Union shall not be compensated by the Employer. If a settlement is not reached, the Director of

Human Resources shall submit a written answer to the Union within ten (10) working days following such meeting.

Section 4. Time Limits.

The term "working days" as used in this Article shall mean the days Monday through Friday, inclusive, and excludes Saturday, Sunday and holidays in which City Hall is closed. The first day of the occurrence shall not be included, and the last day shall be included for the purpose of calculating this time period.

If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the City's last answer. If the City does not answer the grievance or an appeal thereof within the specified time limit, the relief request by the Union shall be granted.

The time limit on each step may be extended by mutual agreement of the Employer and the Union representative involved in each step, provided such mutual agreement is contained in writing. More than one (1) grievance may be heard by the same arbitrator by mutual written agreement of the parties.

Section 5. Arbitration.

(a) Procedure. If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to arbitration within twenty (20) working days after receipt of the Employer's answer in Section 3, Step 3. As a pre-condition for processing a grievance through arbitration, the grieving employee and Union representative must execute a statement electing the grievance arbitration process as the exclusive appeal option. The parties shall attempt to agree upon an arbitrator within five (5) working days after receipt of the notice of referral and in the event the parties are unable to agree upon an arbitrator within said five (5) working days, the parties shall immediately jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first two names; the other party shall then strike two (2) names. The remaining person shall be the arbitrator. The arbitrator shall be notified of his selection by a joint letter from the Employer and the Union requesting that he set a time and place for a hearing, subject to the availability of Employer and Union representative.

(b) Authority of the Arbitrator. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. He shall consider and decide only the specific issues submitted to him in writing by the Employer and the Union, and shall have no authority to make his decision on any other issue not so submitted to him. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the applicable laws and rules and regulations having the force and effect of law. The arbitrator shall submit, in writing, his decision within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The arbitrator's decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator rendered in accordance with this Agreement shall be final and binding.

(c) Expenses of Arbitration. The fees and expenses of the arbitrator and the cost of a written transcript for the arbitrator shall be divided equally between the Employer and Union; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 6. Mutual Covenants.

The rights of the individuals set forth in this grievance procedure are agreed upon in consideration that a decision rendered under and in accordance with this Agreement shall be final and that there shall be no refusal to perform any specific duty pending the handling of a grievance. An individual may refuse to perform work that may reasonably be expected to cause death or serious physical harm immediately or before the imminence of such danger can be eliminated through IOSHA enforcement procedures.

Section 7. Civil Service Commission.

An employee and the Union must elect to pursue a remedy through Civil Service proceedings if the issue is jurisdictional to the Commission. It is understood that such appeal is in lieu of arbitration. To preserve appeal rights, an employee must file such appeal within the required time limits established in Iowa Code Section 400.20. Both the City and Union commit to a good faith effort to be made to resolve the issue by utilizing the first three Steps of the grievance procedure prior to the scheduled hearing date for the appeal. In accordance with State Statute, suspensions, demotions and discharges may not be arbitrated as appeals and are the sole discretion of the Civil Service Commission.

ARTICLE 8

Hours of Work

Section 1. Intent.

This article is intended to define the normal hours of work per day or week and shall not be construed as a guarantee of hours of work per day or per week, or a guarantee of days of work per week.

Section 2. Regular Workweek Hours, Days.

The regular workweek shall consist of forty (40) hours per week and such additional time as may from time to time be required in the judgment of the Employer to serve the citizens of the City. The normal hours of work each day shall be consecutive, except that they may be interrupted by a lunch period or pursuant to Section 5 of this Article. All pay-time shall be computed to the nearest one-tenth (1/10th) of an hour.

Section 3. Shifts and Work Schedules.

Eight (8) consecutive hours of work shall constitute a normal work shift. All employees shall be scheduled to work on a normal or regular work shift, and shall have regular starting and quitting times. Work schedules showing the employee's assigned shifts, workdays and hours shall be posted on department bulletin boards at all times.

Section 4. Schedule Changes in Regular Workday, Workweek and Shifts.

When it is determined by the Employer that an emergency exists, work assignments, work schedules, including shifts, workweeks, work hours and workdays may be changed with notice given before the beginning of the shift affected whenever possible. The Employer may establish new weekly work schedules, including hours of work, days of work and shifts provided that such schedule changes shall not be used solely to intentionally deprive any specific employee or employees of an overtime opportunity. For the purposes of this Article, an emergency shall be defined as: a sudden, unexpected happening; an unforeseen occurrence or condition; a specifically perplexing contingency or complication of circumstances; or a condition of insufficiency of services beyond the control of the management. In other than emergency situations, notice of such changes shall be given to the Union and the revised schedules shall be posted on

department bulletin boards at least one week in advance of the commencement of the new schedules.

The intent of changing schedules, hours, assignments, shifts, etc., in an emergency situation shall be to provide adequate services to the residents of the City. Such situations shall not be used solely to intentionally deprive any specific employee or employees of an overtime opportunity. The Employer shall determine the work schedules, hours, etc., of the employees subject to participate based on its determination of the needs of the City and its residents.

An employee who has been selected to participate in an emergency situation, who is sent home during his regularly scheduled hours of work by reason of the emergency and not called back to work on the day he was sent home, shall not be deprived of forty (40) hours of work at this straight-time rate or overtime payments for his missed hours of work by reason of being sent home, if such missed hours of work combined with his actual hours worked for the week would have entitled him to forty (40) hours of straight time pay or overtime pay.

Employees participating in Committees or Teams shall provide written notice to their immediate supervisor with as much notice as possible of any meeting.

Section 5. Continuous Operations.

It is recognized that employees engaged in continuous operations (for example the WPCP) may have varying workweeks. Employees engaged in such operations are defined as being any employee or group of employees engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours a day, seven (7) days a week.

The regular or normal workweek for employees engaged in continuous operations shall consist of five (5) consecutive eight (8) hour days. The Union shall be notified by the City, in writing, of all changes in the work schedule.

Section 6. Rest Periods.

All employees' work schedules shall provide for one (1) fifteen (15) minute rest period during the first half shift of the workday. Such rest period shall be scheduled at approximately the middle of the half shift.

Employees who are scheduled to work and work overtime, shall receive a fifteen (15) minute rest period before they commence work on the second shift. In addition, they shall be granted the regular rest period and any lunch period that occurs during the time worked.

Section 7. Meal Periods.

Current practices with respect to meal periods shall continue.

In emergency overtime situations, (i.e., snow, flood, ice, etc.,) as declared by the appropriate City official or department head, the employees are required to work on a continuous basis over a ten (10) hour shift, such employees shall be eligible for five dollars (\$5.00) per day for meal reimbursement. Employees will be reimbursed for approved meal expenses twice monthly. It is understood that this paragraph is only for the emergency situations as stated, and shall not be construed to apply to other overtime requirements.

Section 8. Clean-up Time.

When it is determined by the Employer that the type of work performed or the conditions under which work is performed are such that necessitate a personal clean-up period, the Employer shall grant appropriate time for personal clean-up.

Section 9. Working Out of Classifications.

When an employee is required to assume the majority of the duties and responsibilities of a classification higher than that which the employee normally holds, for a consecutive period of sixteen (16) hours or more, the employee shall be paid at the rate of the higher classification.

However, employees in the Water Pollution Control Plant will be eligible for out of class pay when the employee works a consecutive period of four (4) hours in the higher classification due to the state mandated staffing requirements.

Section 10. Assignment.

When it can be determined by a supervisor prior to the beginning of a shift that it will be necessary to assign employees to work for the day on jobs that may be considered as generally not included in their normal work duties, the least senior employee in the affected classification shall be assigned to those duties, if they are normally performed by a lower classification employee, provided that the more senior employee holding positions in the affected classification are qualified and capable of performing the work required of them.

Nothing contained herein shall be interpreted so as to prohibit the assignment of an employee to any work or job regardless of the job classification, which he normally holds.

ARTICLE 9

Pay

Section 1. Payday.

Payday shall be bi-weekly and shall be on Friday. Not over one (1) week's pay shall be held back. In the event this day is a holiday, the preceding day shall be the payday.

Section 2. Call-in Pay.

In the event of an occurrence requiring the services of an employee outside the scheduled workday, the employee called in will receive three (3) hours of pay at his straight-time hourly rate or his applicable rate for all hours worked, whichever is greater.

Section 3. No Pyramiding.

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

Section 4. Stand-By Pay.

Employees required to be on "stand-by", that is any employee who is required to be immediately available to report to work during scheduled time off, shall be compensated at the rate of:

- (1) Sixty dollars (\$60.00) per day to be pro-rated if an employee is required to be on stand-by for less than twenty-four (24) consecutive hours; or
- (2) for actual hours worked at his applicable rate; or
- (3) for three (3) hours of pay at his straight time hourly rate for each time he is required to return to duty; whichever is greater.

This provision shall apply only to those employees required to be available for work on a regularly scheduled time off.

No employee will be required to be on stand-by during his approved flex leave.

Section 5. Shift Premium.

An employee who is regularly assigned to work the full second shift shall be paid a shift differential of 3.5% of the straight time hourly rate of pay for each hour of actual work performed during the shift.

An employee who is regularly assigned to work the full third shift (or regularly assigned the swing shift) shall be paid a shift differential of 4.0% of the straight time hourly rate of pay for each hour of actual work performed during the shift.

Employees who are temporarily assigned to a shift that provides shift premium shall be eligible to receive the appropriate differential for time worked.

Section 6. Deferred Compensation

Effective July 1, 2006, if an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan a match of up to 4% on an individual's annual income. The City's 4% contribution will be based on the same calculations currently being used to determine the individual's 1% contribution. Effective July 1, 2007, if an employee contributes 1%, the City will contribute to an individual's City's 457 deferred compensation plan a match of up to 5% on an individual's annual income. The City matching contribution shall be made bi-weekly and reflected on the individual's payroll check. The City contribution shall cease if the individual reaches the maximum contribution allowed by law, is no longer employed with the City, or at any time the individual terminates participation in the City's 457 deferred compensation program. The contribution will be made to one provider selected by the individual. Should the individual's contribution cease mid year and a partial payment is required, the individual will make the first 1%, the City the second 2%, and the remaining contribution will be considered the individual's contribution.

Section 7. Section 125 Plan.

The City will cover the administrative costs associated with employee participation in a Section 125 plan. Employees may utilize a Section 125 plan to pay with pre-taxed funds the costs associated with any item(s) eligible for Section 125 coverage pursuant to the Internal Revenue Service regulations.

Section 8. Retirement Health Plan

Effective July 1, 2008, the City will make available to employees a Retirement Health Savings Plan with terms and conditions equal to those agreed upon between the City and Union representatives on the Insurance Cost Containment Committee. Employees will be allowed to make pre-tax contributions into the plan. Effective July 1, 2008, the City will contribute to an individual plan 1% on an individual annual income. Calculation of this will follow the calculation of the 457 Plan.

ARTICLE 10

Overtime

Section 1. Overtime Pay.

Employees shall be paid one and one-half (1-1/2) times their regular straight time hourly rate of pay for all hours worked in excess of eight (8) hours per day or forty (40) hours per week or receive compensatory time for such hours as stated in Section 2.

Section 2. Compensatory Time.

An employee may receive compensatory time off for time actually worked in excess of eight (8) hours per day or forty (40) hours per week at the rate of one and one-half (1-1/2) hours for each overtime hour worked.

All compensatory time off shall be scheduled with the permission and approval of the employee's supervisor. Each employee shall be allowed to accumulate up to two hundred forty (240) hours of compensatory time to be used at a mutually agreed-to time with the supervisor and providing the employee provides the supervisor with at least five calendar days notice. Compensatory time shall not accumulate for more than one (1) fiscal year; however, at the request of the employee, up to 40 hours of compensatory time shall be carried into the next fiscal year. Compensatory time will be paid out in the payroll period preceding June 30th.

If an employee is required to use accumulated compensatory time by the supervisor, the employee shall not be required to take less than three (3) days off, unless it is mutually agreed that the accumulated compensatory time will be taken in smaller segments.

An employee may use accumulated compensatory time for the reasons stated in Section 1 of Article 16, after he has used all accumulated flex leave. The Employer may require substantiation by a physician's statement or an examination in such cases.

Employees shall notify their supervisor if they desire compensatory time in lieu of overtime payments as soon as possible, but not later than one (1) day prior to the date the payroll data is submitted. The Employer shall pay the employee for all unused compensatory time at the end of the budget year at the hourly rate at which the compensatory time was earned.

Accumulated compensatory time shall be indicated on the employee's payroll stub.

Section 3. Distribution of Overtime Work.

So far as practicable, without reducing efficiency of work performance, opportunities to work overtime in a division shall be distributed among employees in the same job classification in that division as the work to be performed, provided the employees are qualified to perform the specific overtime work required. Distribution will start with the most senior employee qualified to do the work in the job classification and continue down the seniority list; provided, however, if there are not enough qualified employees who volunteer for the overtime work, which, in the Employer's judgment, is necessary, then the most junior employees in the job classification who are qualified to do such work shall be required to work overtime. Qualified employees within a classification shall be called on a rotating seniority basis for such overtime. If any employee refuses or fails to respond to an overtime opportunity, he shall next be called when his name next appears on the rotating seniority list. None of the foregoing shall be construed so as to prohibit the City from scheduling and requiring an entire classification, division, department and/or shift to work overtime. If an entire classification is required to work overtime, and if the Employer determines that more employees are needed to perform the work, the Employer shall distribute the overtime among other qualified employees on a unit seniority basis.

The Employer shall not be required to break in on work in progress or change an employee's shift in assigning overtime. If an employee establishes that he has not received overtime for which he was entitled, such employee shall have preference to future weekly overtime work for such lost overtime opportunity in an amount equal to the overtime lost. Any employee who has his overtime assignment violated shall have the right to file a grievance. It is agreed that a twelve (12) hour differential will not be considered as an unreasonable division of overtime distribution. An hour of overtime for participation in committees or teams will be considered outside of the overtime differential. Overtime lists shall be maintained commencing with the effective date of this Agreement. In accounting for overtime, supervisors will debit overtime worked, or offered but not worked, to the nearest hour. Supervisors shall post overtime lists bi-weekly in their divisions, which list shall be kept current. Overtime shall be rotated on a regular assigned shift basis only.

ARTICLE 11

Seniority

Section 1. Definition.

The seniority of employees covered by this Agreement shall be as follows:

(a) City seniority shall mean an employee's length of continuous service with the Employer since his last date of hire.

(b) Job Class seniority shall mean that seniority dating from the first day of full time employment in a job classification within a department. Job Class seniority may or may not

coincide with City seniority. In the event an employee has been promoted from one classification to another, seniority shall continue to accrue in any classification(s) that was formerly held.

(c) Unit seniority shall mean an employee's length of continuous service since their initial date of employment in a classification contained herein less any adjustments during employment in classifications outside the bargaining unit.

The Employer shall post complete seniority lists of employees covered by this Agreement quarterly and shall provide a copy of such seniority lists to the Union.

Section 2. Probationary Period.

Each employee shall be considered a probationary employee for the first five (5) months of continuous service, after which his/her seniority shall date back to his/her date of hire to a full time position. There shall be no seniority among probationary employees, and they may be laid off, discharged, or otherwise terminated without recourse at the sole discretion of the Employer. There shall be no duplication of probationary periods.

In the event a seasonal employee or temporary full time employee obtains a full time permanent position performing substantially same duties, their probationary period will be three (3) months of continuous service, after which his seniority shall date back to his/her date of hire to a full time permanent position. If the seasonal or full time temporary employee has worked less than five months, they will not have a shortened probationary period.

Section 3. Layoffs and Recalls.

Whenever the public interest may require a reduction of employees in any classification, the Employer may either abolish the job and remove the employee from his classification thereunder, or reduce the number of employees in any classification by suspending the necessary number.

In case it thus becomes necessary to so remove or suspend any such employees, a 30-day written notice of the layoff shall be given to the employee and the Union. The persons so removed or suspended shall be those having seniority of the shortest duration in the classification affected. Seniority shall be determined as provided in Section 1 for all persons holding seniority in the classification affected, regardless of their seniority in any other classification but any such employee so removed from any classification shall revert to his seniority in the next lower classification.

In case of such removal or suspension, the Employer shall issue to each person so affected a certificate showing his comparative seniority or length of service in each classification from which he is so removed and the fact that he has been honorably so removed. His name shall be carried for a period of not less than three (3) years after such suspension or removal, on a preferred list and all appointments or promotions made during said period to his former duties in such classification shall be made in order of greater seniority from such preferred lists. In the event of a layoff, an employee so laid off shall be given notice of recall by a certified letter, return receipt requested, mailed to his last known address. The employee must notify the Employer of his intention to return to work within three (3) days after receipt thereof and actually report to work within ten (10) days from the date the recall notice was originally mailed to report to work (unless this latter period is extended by the Employer).

Section 4. Determination of Seniority for Same Day Hires and Promotions.

In determining an employee's seniority, the applicable state law on employment and promotions shall govern, provided, however, that if more than one (1) person is hired on the same day, the person with the lowest last four (4) digits of their social security number shall receive seniority preference.

Section 5. Termination of Seniority.

Seniority and the employment relationship shall be terminated when an employee:

- (a) quits; or
- (b) is discharged; or
- (c) retires or is retired; or
- (d) is absent for three (3) consecutive working days without notifying the Employer, and without adequate cause; or
- (e) is laid off and fails to report to work within the time limits specified in Section 3 above; or
- (f) does not report for work at his/her scheduled time for his/her first scheduled workday or duty after the termination of an authorized leave of absence, without notifying the Employer and without adequate cause.

Section 6. Bargaining Unit Work.

A supervisor shall not engage in routine work normally performed by a bargaining unit employee. This Section shall not apply in an emergency situation, when the supervisor is engaged in training or aiding an employee, for experimental work, or where a qualified employee is not available to perform the work. (Qualified employees shall be considered available in situations requiring bargaining unit work in excess of one hour.)

This Article shall not be construed to restrict the Employer's rights as stated in the provisions of the Agreement.

Section 7. Bidding.

Permanent vacancies and new jobs shall be posted on department bulletin boards for five (5) working days. Such postings shall include the job classification of the vacant position. When it is determined by the Employer that the qualifications and ability of those under consideration who are qualified for the vacancy are substantially equal, the Employer shall appoint the most senior qualified bidder based on bargaining unit seniority. Notwithstanding this or any other provisions of this Agreement, the City may take all actions necessary to comply with the Americans with Disabilities Act. It is agreed, however, that before any such action is taken, the City will meet and discuss the matter with the Union.

Employees who accept a position off of a promotional list pursuant to this Section shall serve a three (3) month trial period in the new job. If during such a period, the Employer determines that such employee is not satisfactorily performing in a new position, the employee shall be returned to his former classification without loss of seniority.

An employee who bids pursuant to this Section may bid on other positions but will be ineligible to be selected for another position for six (6) months after he/she is placed in the new job. The only exception would be for medical reasons supported by a doctor's statement. An employee, however, may bid on another shift at any time provided that such shift change does not put the employee in the new job. Employees on probation cannot bid to other positions or shifts until the completion of the probationary period.

At the completion of the testing and selection process each employee who participated in the process shall be informed of their score and whether or not they will be appointed, certified or denied.

Determination of shift assignments shall be based upon the qualifications required to fully perform the assigned work in the judgment of the Employer. Where two or more employees, in the same job classification as the vacancy, possess the desired qualifications to fill the job, the first choice of shifts shall be given to the most senior employee and then to the other eligible employees in order of unit seniority until all shift assignments shall have been made. In the event that a shift assignment must be made contrary to the choice of a senior employee, such

assignment shall not exceed forty-five (45) days unless otherwise agreed to between the supervisor and employee.

Nothing contained in this Section shall prevent the Employer from temporarily filling a posted vacancy until it is determined whether there are applicants with the ability and qualifications to satisfactorily perform the work involved, or from offering the posted vacancy to a qualified employee who did not apply for the job where no qualified employee has bid on the job, as provided above, or from hiring a new qualified employee for the vacancy if there are no applicants during the posting period or if none of the applicants has the qualifications and ability to perform satisfactorily the work involved. There shall be no temporary appointment for longer than ninety (90) days. If the Employer makes a temporary appointment, the Union will be informed of the appointment and the beginning date of the appointment.

Section 8. Special Programs.

Employees hired under programs involving Federal and State grants shall be afforded the rights and benefits as stated in the grant guidelines and upon appointment as full-time City employees shall be afforded seniority status as of their date of hire to a full-time permanent position.

In the event an employee hired under a special program obtains a full-time permanent position, their probationary period will be three (3) months of continuous service, after which his seniority shall date back to his/her date of hire to a full-time permanent position.

Section 9. Job Review.

Employees who believe there has been a change in their duties performed may submit a written request for job review to their supervisor. The Employer shall review all such requests and shall respond to both the employee and the supervisor within twenty (20) working days.

ARTICLE 12

Seasonal and Part-Time Employees

Section 1. Definition.

A seasonal employee is one who is employed for a period of seven (7) months or less. It is not the intent of this Section to reduce the number of full-time permanent positions by the utilization of seasonal or part-time employees.

Section 2. Pay.

Pay for seasonal employees shall be based on hourly rates established by the Employer.

Section 3. Regular Part-Time Employees.

A regular part-time employee is one hired on a regular employment basis who is scheduled to work less than forty (40) hours a week.

Section 4. Holiday Pay for Regular Part-Time Employees.

Regular part-time employees are entitled to benefits in accordance with City Administrative Policy No. 2.11 Benefits for Part-Time Employees dated January 2000.

ARTICLE 13

Training

Section 1. Training.

When an employee's job description includes equipment operation, management shall attempt to familiarize an employee in the operation of all equipment generally assigned to the

employee as part of his job duties, which the employee would be expected to normally and routinely operate during the four season cycle. The intent of the employer is to commence the familiarization stated herein as soon as practical.

Such familiarization shall generally be conducted in such a manner that the employee normally assigned to the operation of the equipment will not be displaced to a lower rated classification as long as there is other work available in his normal classification. The work being performed during the familiarization shall not be considered as "work available" to the regular equipment operator.

Section 2. Compensation.

An employee who is required by the Employer to participate in training sessions which do not involve any actual production work and which take place at a time other than his normally scheduled work hours shall be compensated for all such hours actually spent in training.

If an employee is required to participate in training sessions during his scheduled work hours, or at a time other than his scheduled work hours, so as to engage in actual production for the purpose of on-the-job training, the employee shall be compensated at his applicable rate for such hours and shall have those hours considered as hours worked for overtime purposes. It is agreed inasmuch as it is reasonably possible that the selection of employees for training pursuant to this provision shall be done by seniority and giving consideration to the employees' general performance, dependability and willingness to accept training assignments.

If the employer requires an employee to participate in training sessions, the Employer shall pay all tuition costs and registration fees and shall compensate the employee for scheduled work hours missed for travel time when necessary. The Employer shall either furnish a car or pay mileage expenses, if the employee is required to travel more than fifty (50) miles to attend training sessions. The Employer shall pay meal and lodging expenses when appropriate in accord with the travel rules and regulations of the City in existence at the time of the travel.

Section 3. Tuition Reimbursement.

Employees will be reimbursed up to a maximum of eight hundred fifty dollars (\$850.00) for courses leading to an undergraduate degree and one-thousand one-hundred and fifty dollars (\$1150) for courses leading to a graduate degree. This includes coursework for a GED. Procedure and payment under this Section shall be in accordance with the City Administrative Policy (Attached as appendix K). The Employer shall continue to pay the full cost of CEU's required to maintain certification.

Section 4. Licenses.

The Employer shall pay the full cost of a Chauffeur's License or a Commercial Drivers License (CDL) for those employees required to have such licenses and the full cost of certification for those employees required to obtain and maintain same.

Section 5. Certification.

Active Lead Plant Operators and Plant Operators who possess a certification higher than required for their position on July 15th will receive the following annual incentive:

One grade higher	= \$175.00
Two grades higher	= \$200.00
Three grades higher	= \$225.00

Maintenance personnel at the Water Pollution Control Plant who possess a certification ON July 15th will receive the base Plant Operator incentive of one hundred seventy-five dollars (\$175.00).

Sewer Division employees who possess a certification higher than required for their position by their job description or state law on July 15 will receive the following incentive:

One grade higher	= \$175.00
Two grades higher	= \$200.00
Three grades higher	= \$225.00

These incentives to be payable on the first payday in August.

ARTICLE 14

Alcoholism and Drug Abuse Program

If an employee enters a program approved by the department of public health or accredited by the joint commission on accreditation of hospitals for the purpose of treatment of alcoholism and/or drug abuse, the employee shall be allowed to use his/her accumulated long-term illness/injury leave for the days on which he/she is actually hospitalized for treatment provided that the employer is furnished with a statement for the hospital for the City's EAP Counselor of the alcohol and/or drug abuse treatment program affirming that the employee was, in fact, hospitalized. Additionally an employee under treatment for alcoholism and/or drug abuse who is unable to work due to his/her disability may use flex leave or long term illness/injury leave until such time as he/she is returned to work.

ARTICLE 15

Uniforms and Property

Section 1. Uniform Allowance.

The present policy of furnishing employees on certain jobs clothing or clothing allowances shall continue during the term of this Agreement. The Employer will develop and maintain a list by department of clothing items that are provided employees.

Section 2. Tool Allowance.

Employees in the following classifications are eligible for a \$400 tool allowance: Mechanic, Senior Mechanic, Vehicle Refinisher, Electrician, Lead Maintenance Specialist, Maintenance Specialist, Senior Maintenance Specialist (General, Plumber, Painter, Electrician, Carpenter), Maintenance Mechanic, Auto Electrician, and Welder. The Equipment Services Workers who are required to have tools, are eligible for \$200.

The provisions of this Section are to be applied only in those instances that the Employer requires that the employees furnish their own tools for the job related work. Payments under this Section shall be made the first payday in August. New employees in the aforementioned classifications will receive their first tool allowance on their first payday in August. For any time worked before their first payday in August they will receive an additional tool allowance pro-rated on a quarterly basis.

Section 3. City Property.

An employee leaving the service of the Employer, whether through resignation, retirement, layoff or discharge, is responsible for returning any City property which he may have in his possession. Failure to return City property may result in the employee's final check being held up with a deduction being made for the value of the property.

ARTICLE 16
Long Term Illness and Injury Leave

Section 1. Long Term Illness and Injury Leave.

Full-time permanent employees may be credited with ten (10) days of LTI/IL per year. In order to accrue such leave in any bi-weekly period, an employee must work or be paid for a minimum of forty (40) hours during that bi-weekly period. LTI/IL time shall accumulate to a maximum of 960 hours. The Employer may require substantiation of illness by physician's statement or by examination by such medical examiners as may be employed by the Employer. An employee may be required to present a physician's statement, certifying that the employee is capable of performing his job, prior to his return to work.

LTI/IL days may be used for absences due to illness or injury, including pregnancy-related inability to perform work, attendance upon a member of the immediate family who is seriously ill and requires the personal care of the employee (defined as spouse, parents, sister, brother, child, or the birth of a child). LTI/IL will be considered as hours worked for overtime purposes.

Section 2. Pay for Accumulated Sick Leave.

Sick leave shall automatically terminate upon termination of employment. Effective July 1, 1987, accrued sick leave in excess of 720 hours will be credited to those employees as a severance reserve. Upon retirement, death of an employee, or termination, 75 percent of the employee's credited sick leave reserve will be paid to the employee or his/her next-of-kin respectively at the employee's regular hourly rate of pay as of July 1, 1987.

Section 3. Flex Leave Advancement.

In the event an employee has utilized all available flex leave benefits, at the discretion of the Employer, advancement of up to eighty (80) hours may be provided. Advancement shall consider, among other factors, the employees' seniority and work history. Upon the employee's return to work, flex leave benefits will not accrue until the amount of advancement has been paid back.

Section 4. Workers' Compensation Supplement.

Flex leave and/or long term illness and injury leave may be used to supplement Worker's Compensation disability payments as follows:

Normal FICA, IPERS, Federal withholding and State withholding shall be deducted from regular bi-weekly gross wages. The remainder shall then be reduced by twice the amount of weekly worker's compensation benefits to compute the amount of wages to be supplemented. The number of hours of paid leave to be paid shall be determined by dividing the amount to be supplemented by the employee's hourly rate and rounding to the next higher quarter hour. When regular work hours are recorded in the same pay period, the paid leave supplement will be reduced by the number of regular hours recorded. When worker's compensation and paid leave are totaled, employees will receive approximately the same take home pay as though they were working their normal hours.

ARTICLE 17
Leaves of Absence

Section 1. Discretionary Leave.

The Employer may at their discretion grant a leave of absence not to exceed three (3) months to any employee for good and sufficient reason. The granting of leaves of absence shall be within the discretion of the employer, so long as that discretion is exercised in a manner consistent with the City Administrative Policy and not arbitrarily, capriciously or discriminatorily denied.

Section 2. Jury Duty.

A full-time permanent employee who is required to serve on a jury during his scheduled work hours shall be paid the difference between his jury fees and his straight time hourly rate of pay for all scheduled hours of work missed because of jury duty. The eligible employee shall present proof of service and must report immediately for work if he is discharged from the jury before the end of his scheduled hours of work.

Section 3. Court Leave.

If, as a result of the performance of his duties as a City of Davenport employee, an employee is subpoenaed to appear in court to testify in an action in which the Employer is a party, the employee shall be released from work without loss of pay for the time spent testifying, provided that the employee produces proof of the subpoenas and presents a signed statement as to the hours spent in court. An employee subpoenaed to testify in a Civil Service hearing by a party other than the City shall be released from work without loss of pay for a maximum of three hours, any additional time spent away from work must be taken as flex time or leave without pay. An employee subpoenaed to testify outside of their normal work hours shall be paid for actual hours spent in court, with a limit of three hours of pay spent at a Civil Service hearing. The employee subpoenaed must reimburse the Employer for the witness fees paid to him.

Section 4. Military Leave.

Military leaves of absence shall be granted in compliance with Federal and State law. Employees who are members of the National Guard, Organized Reserves or any component part of the military, Naval, Air Force, or Nurse Corps of this State or Nation, or who are or may be otherwise inducted into the military service of this State or the United States, shall when ordered by proper authority to active State or Federal service be entitled to a leave of absence for the period of such active service without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such Leave of Absence. The Employer may make a temporary appointment to fill any vacancy created by such Leave of Absence.

Section 5. Bereavement Leave.

When a death occurs in a full-time employee's immediate family (defined as spouse, parents, sister, brother, child, stepchild, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law or other member of the family living in the employee's immediate household), the employee, upon request will be excused for up to three (3) consecutive work days immediately following the date of death for the purpose of attending the funeral, attending to funeral arrangements and comforting the immediate family, and/or extension of up to two (2) days of bereavement leave may be granted at the discretion of the Department Director in extenuating circumstances and for good cause shown. An eligible employee shall be paid his normal daily rate of pay for any day(s) on which he is excused and but for such excuse would have been scheduled to work. An otherwise eligible employee will not receive pay for bereavement leave when it duplicates pay received for time not worked for any reason. In interpreting this provision, the term "parents" shall include, in addition to natural parents, other family members who may have been an in loco parentis relationship with the employee, provided that the employee is able to prove existence of such a relationship.

Paid time-off under this Section shall be considered as hours worked in the calculation of overtime pay.

Section 6. Family and Medical Leave.

Leaves granted under this Article will be administered in accordance with the rules and procedures established in the City Administrative Policy on the Family and Medical Leave Act.

Employees who are disabled due to medical reasons will be granted a leave of absence not to exceed twelve (12) months. During the 12-month period, employees may exhaust all of their accumulated long term illness/injury leave, flex leave, holiday, or compensatory hours prior to applying for long term disability benefits. The City will continue the health insurance for the employee and his/her family for a period not to exceed twenty-four months after the initial date of illness or injury resulting in the employee's disability. The employee may, however, as an option apply for long-term disability benefits after a 90-day waiting period in accordance with the provisions of the long-term disability plan in lieu of their accumulated long-term illness/injury leave. Inability to work as a result of a pregnancy related disability will be considered as any other disability for purposes of eligibility for benefits for long-term illness/injury leave usage and long term disability.

An employee may request a six-month extension of the leave of absence at least 14 days prior to the end of the twelve (12) month leave. The employer shall grant the extension if medical evidence indicates that the employee will be able to return to work within 6 months of the end of the original leave. The Employer may deny the extension if a second opinion regarding the ability of the employee to return to work indicates that there is not sufficient medical evidence of the ability to return to work during the allotted time period. The second opinion shall be paid for by the City. The second opinion shall be requested from a health care provider mutually agreed upon between the employee and City.

ARTICLE 18

Holidays

Section 1. Holidays.

The following days shall be recognized as holidays for permanent full-time employees:

New Year's Day	Veteran's Day
Martin Luther King Day	Thanksgiving Day
Friday after Thanksgiving Day	Good Friday
Christmas Eve Day	Memorial Day
Christmas Day	Independence Day
President's Day	Labor Day

At the beginning of each year the City shall specify the day on which each of the foregoing holidays shall be observed. If a holiday occurs on a Saturday, it shall be observed on Friday. If a holiday occurs on a Sunday, it shall be observed on Monday. Holidays shall be considered as time worked for the computation of overtime pay providing, however, the provisions of Section 2 of this Article are met.

Solid Waste Division employees and persons regularly supporting this service shall not be eligible for the Friday after Thanksgiving or Christmas Eve Day as a holiday and such day shall be considered as a regularly scheduled work day. In lieu of the Friday after Thanksgiving holiday, such employees shall be provided with 8 hours of floating holiday to be scheduled at a mutually agreed to time between the employee and his supervisor within one year from the date of the recognized holiday. In lieu of the Christmas Eve holiday, such employees shall be provided with 12 hours of floating holiday to be scheduled at a mutually agreed to time between the employee and his supervisor within one year from the date of the recognized holiday.

Section 2. Eligibility for Holiday Pay.

In order to be eligible for holiday pay (i.e. eight hours pay at the employee's regular straight-time hourly rate), the employee must work or be paid for his/her full scheduled working day immediately preceding and immediately following the day observed as a holiday unless the employee is excused in writing by his/her immediate supervisor with a copy to the employee.

Section 3. Holiday Pay.

(a) When a holiday falls on an employee's regular scheduled day off, or on a day of paid flex leave and said holiday is not worked, an eligible employee shall receive eight (8) hours pay at his/her regular straight-time hourly rate for said holiday or a day off as provided in Article 19, Section 7.

(b) When a holiday falls on an employee's scheduled work day which the employee in fact works; the employee shall be paid for time worked at time and one-half and shall receive holiday pay, if eligible.

Section 4. Work on a Holiday.

An employee who is scheduled to work on a holiday and who fails to report as scheduled and is not excused shall receive no holiday pay. An employee on layoff or suspension or on leave of absence over a holiday shall not be eligible for holiday pay.

Section 5. Work on Saturday Following a Holiday.

Solid Waste Division employees and persons regularly supporting this service, who are scheduled to work on the Saturday following the holidays specified in Section 1 of this Article, and who actually worked all scheduled hours, shall receive time and one-half his rate of pay. If a Solid Waste Division employee or support person scheduled to work on the Saturday following a holiday fails to report and work as scheduled, and is not excused by his supervisor, he shall not receive any holiday pay.

ARTICLE 19
Paid Flex Leave

Section 1. Amount of Flex Leave.

Amount of flex leave will be established by the Flex Leave Plan attached as Appendix J.

Section 2. Eligibility for Flex Leave Pay.

In order to accrue flex leave in any bi-weekly period, an employee must work or be paid for a minimum of forty (40) hours in that bi-weekly period.

Section 3. Flex Leave for New Employees.

Employees who have completed their five (5) month probationary period will be eligible to use accrued time as provided in Section 4.

Section 4. Flex Leave Scheduling.

Scheduling of flex leave is established in the Flex Leave Plan attached as Appendix J.

Flex leave shall be scheduled insofar as practicable at times most desired by each employee with consideration being given to the wishes of employees in accordance with their relative length of continuous City service. Length of service shall be considered in the determination of flex leave dates for up to three consecutive weeks of flex leave or the number of weeks to which the employee is entitled in that year whichever is greater, provided the employee has a sufficient number of flex time earned. However, employees splitting their flex leave shall be allowed to use their length of continuous service for preference in only one set of flex leave dates. It is expressly understood that the final right to designate the flex leave period is reserved to the Employer.

Section 5. Flex Leave Accumulation.

Accumulation of flex leave is established in the Flex Leave Plan attached as Appendix J.

Section 6. Pay for Flex Leave Earned But Not Yet Taken.

If an employee is eligible to receive flex leave and has flex leave hours earned but not yet taken, he/she shall be paid for such earned flex leave upon termination of employment.

Section 7. Holidays During Flex Leave.

If an employee is eligible to receive holiday pay for a holiday which occurs during the employee's scheduled paid flex time, the employee, with the approval of his department head, may extend his paid flex leave by one day.

ARTICLE 20
Group Insurance

The City and the Union will jointly seek to implement cost containment measures regarding the cost of providing group insurance, including costs of medical, dental, optical and prescription services, to each employee in this Union. Both parties recognize and understand that the spiraling cost of the health insurance program needs to be curtailed. To effectuate this cost containment, a cost containment committee will be formed. The Union will appoint one representative to this committee. The committee shall meet on a regular basis and shall determine ways which they believe will effectively contain the cost of the medical, dental, optical and prescription services. The City shall review the recommendations of the Committee and determine which shall be implemented provided that no changes, which are made, shall breach any of the provisions of the terms of the applicable insurance contract language.

a. Health Insurance. The Employer will continue the current health insurance plan for all Union employees and their dependents more specifically described in Appendix F. Effective July 1, 2006 through June 30, 2008 the employee shall contribute eight dollars (\$8.00) of the City's premium cost each month for single coverage or twenty five dollars (\$25.00) of the City's premium cost each month for the family coverage. Effective January 1, 2009, the employee shall contribute twenty (\$20) of the City's premium cost each month for single coverage or thirty-five dollars (\$35) of the City's premium cost each month for Employee and Dependent coverage or fifty dollars (\$50) of the City's premium cost each month for family coverage.. A Directed PPO with a 90/10 co-pay within the PPO and a 70/30 co-pay outside of the PPO will be implemented effective January 1, 2001. The Cost Containment Committee will assist with the development of criteria for any Request for Proposals (RFP) and will assist with the drafting of any RFP for both the initial PPO and changes to the PPO, and the Cost Containment Committee will review bids and make recommendations to the City Council on the initial PPO and any subsequent PPO. The employer will make every effort towards ensuring that the accessibility to the health care services is substantially the same as that under the 1999-2000 collective bargaining agreement. If an employee goes to a health care provider outside the PPO, the cost will be reimbursed at the full cost of the services, less the deductible and/or the 70/30 co-pay.

Chiropractic care shall be subject to review for medical necessity if over one thousand dollars (\$1000.00) per individual per calendar year is used.

If an employee audit of a bill identifies an error that would result in an overpayment to a care provider the employee will be paid twenty-five percent of the savings.

All employees shall be permitted to receive one bi-annual physical (every other year starting 1-1-01) by a physician of their choice. The reimbursement cost to the physician for the one physical shall be capped at two hundred and fifty dollars (\$250.00), with 100% of the cost to be paid by insurance. Any cost in excess of the \$250 for one employee physical may be submitted to the health insurance plan and paid pursuant to the terms of the health insurance plan. Employees and other plan participants shall be permitted to receive physicals on a more frequent basis by submitting these claims through the health insurance plan.

Children of employees who qualify for coverage may remain on the plan until age 24, so long as they are full-time students. Dependents who were full time college students on the plan on July 1, 2003, shall continue to be covered so long as they qualify as a student until age 26.

The dependant's of dependants born after June 30, 2003 shall not be entitled to coverage.

Employees hired after June 30, 2003 will not be eligible for coverage the first 30 days of employment.

Effective January 1, 2007, there will be a five dollar (\$5) office access fee. Effective January 1, 2009, there will be a ten dollar (\$10) office access fee. This fee will not go towards the out of pocket or deductible.

Effective July 1, 2006 through December 31, 2006, deductibles will be \$150 individual, \$300 for family per calendar year. Effective January 1, 2007, deductibles will be \$250 individual and \$500 for family per calendar year.

Effective July 1, 2006, through December 31, 2007, the maximum out of pocket will be \$500 individual and \$1000 for family per calendar year, includes deductible. Effective January 1, 2008, the maximum out of pocket will be \$1000 individual and \$2000 for family per calendar year, includes deductible.

b. Prescription Drug Insurance. Effective January 1, 2007, the health insurance plan shall include a Three Tier prescription plan. Tier I prescriptions will be subject to a five dollar (\$5) copay, Tier II will be subject to a ten dollar (\$10.00) copay and Tier III will be subject to a twenty-five (\$25) copay. A sufficient number of prescription cards shall be provided to each Union employee. An optional mail order plan is available for Prescription maintenance drugs - at 2x monthly copay for a 90 day supply. The prescription co-payment is not a covered expense under major medical. The Cost Containment Committee will assist with the development of criteria for any Request for Proposals (RFP) and will assist with the drafting of any RFP for both the initial PPO and changes to the PPO, and the Cost Containment Committee will review bids and make recommendations to the City Council on the initial PPO and any subsequent PPO. The employer will make every effort towards ensuring that the accessibility to pharmacies for prescriptions is substantially the same as that under the 1999-2000 collective bargaining agreement. Any prescriptions secured outside of the pharmacy radius will be reimbursed at the full cost of the prescription, less the three tier prescription copays; tier I \$5, tier II \$10, tier III (\$25).

c. Life Insurance and AD & D. The Employer shall provide each employee coverage under a group life insurance policy with a maximum benefit of twenty thousand dollars (\$20,000.00) or two times their annual salary whichever is greater and Accidental Death and Dismemberment Insurance with a maximum benefit of twenty thousand dollars (\$20,000.00). The Employer shall pay the dollar cost of the single employee premiums in effect during the term of this Agreement. Each employee may elect to purchase additional life insurance through payroll deduction from the provider designated by the City. The cost of this insurance and the policy maximum will be established by the City. The City retains the right to self-insure the above life insurance benefit or contract for their provision.

d. Dental Insurance. The Employer will provide single employee coverage and dependent coverage for employees electing the family plan. Effective 01/01/07 the plan shall provide one hundred percent (100%) U.C.R. coverage for checkups and three (3) teeth cleaning per calendar year; eighty percent (80%) U.C.R. coverage for cavity repair, tooth extractions, root canals, high cost fillings, orthodontia, dentures and gum diseases. The plan will specify a maximum deductible of Twenty-five Dollars (\$25.00) for single members, and Seventy-five Dollars (\$75.00) for family units, with a contract maximum of One Thousand Dollars (\$1000.00) per member per year.

e. Vision Insurance. The Employer will provide single employee coverage and dependent coverage for vision insurance. Effective 01/01/07 such insurance shall pay a maximum of \$200 per insured per calendar year as vision care benefit. The maximum amount includes the cost of

visual analysis, lenses, contact lenses, frames, prescription sunglasses, lasik or other related charges and eliminate usage rules.

f. Long Term Disability Insurance. Each employee shall be provided long term disability insurance which shall pay 60% of regular gross wages, during a period of continuing disability for work, after an initial elimination period of 90 calendar days.

The City retains the right to change insurance carriers or self-insure all or any portion of the benefits as long as the level of benefits remains substantially the same.

The City will permit employees who retire after April 1, 1984, to continue participation in the group insurance program at the employee's own cost.

g. Open Enrollment. Each November, employees shall be provided an open enrollment period to elect coverage under group insurance programs. The Employer shall notify each employee thirty (30) days in advance of such period. The open enrollment period will be no less than thirty (30) days in length.

A change in a spouse's insurance coverage which would result in a reduction of the employee's coverage or the coverage provided the employee's dependents, will be considered a significant event for insurance enrollment without medical underwriting.

ARTICLE 21

Safety and Health

(a) It is the desire of the City and the Union to maintain the highest standards of safety and health in order to eliminate as much as possible accident, death, injury or illness. Accordingly, the City will continue to make provisions for maintaining all areas and equipment in a clean, healthy and safe condition. Employees shall not be required to work in any area or operate any equipment, including motor vehicles, which are not in safe condition, or not equipped with safety appliances prescribed by law or by the Safety Committee.

(b) A City Safety Committee has been established according to previous contracts and Administrative Policy 3.13. The Committee shall include four (4) representatives selected by the Teamsters Union.

The Committee shall meet on a monthly basis unless an emergency situation would necessitate an additional meeting(s).

ARTICLE 22

Wages

Section 1. Wages.

All Bargaining Unit employees shall be paid an annual salary in accordance with the salary schedules attached hereto as Appendix A and made a part of this Agreement, with the wages reflecting the following:

Effective Date	Percentage
07/01/06	2%
01/01/07	1%
07/01/07	2%
01/01/08	1%
07/01/08	2%
01/01/09	1%

Section 2. Minimum Wage.

The minimum wages in effect for each classification shall be stated in the Appendix A.

ARTICLE 23

Savings Clause

None of the foregoing shall be construed as requiring either party to do anything inconsistent with Federal or State law, or an order or decree of judgment of any court having jurisdiction over the parties. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the parties shall, upon the request of either party, enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such invalidated provision.

ARTICLE 24

Entire Agreement

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 25
Period of Agreement

This Agreement shall be effective as of the first day of July 2006, and shall remain in full force and effect until the 30th day of June 2009. It shall be automatically renewed from year to year thereafter, unless terminated or modified as hereinafter provided. If either party desires to modify this Agreement, said party shall notify the other party in writing no later than September 15, 2008. If either party desires to begin negotiations to modify this Agreement, such negotiations shall begin within thirty (30) days after September 15, 2008, unless otherwise mutually agreed. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.


In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date, which termination date shall not be before the anniversary date set forth in the preceding paragraph.

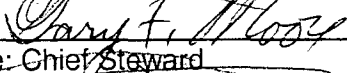
This Agreement is executed as of July 1, 2006 to become effective as of the day and year first written above by the duly authorized representatives of the parties.

CHAUFFEURS, TEAMSTERS & HELPERS
LOCAL UNION NO. 238.


Affiliated with the International
Brotherhood of Teamsters

By 
Title: Secretary-Treasurer

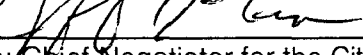
By 
Title: Business Representative

By 
Title: Chief Steward

CITY OF DAVENPORT

By 
Title: Mayor

By 
Title: City Administrator

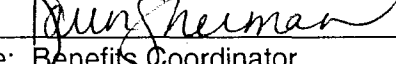
By 
Title: Chief Negotiator for the City

By 
Title: Inspections Supervisor

By _____
Title: Plant Operations Supervisor

By 
Title: Vehicle Service Superintendent

By 
Title: Assistant Finance Director

By 
Title: Benefits Coordinator

APPENDIX "A"

WAGE SCHEDULE IMPLEMENTATION

The wage schedule provided herein is constructed to provide in this bargaining unit step increases for employees at the completion of the years of service specified on the attached Salary Schedule.

Advancement from the entry rate through the third year rate shall be based on merit and shall be implemented only upon a satisfactory performance evaluation contained herein as Appendix L. Eligibility for a merit increase which was denied shall be reviewed six (6) months from the date of original eligibility; and if granted, shall not affect eligibility for future merit adjustments. If a merit adjustment is again denied upon its six (6) month review, eligibility for future merit adjustments shall be delayed by one (1) year.

Longevity adjustments shall be automatic based upon the employee's date of original appointment unless his rate of pay exceeds that scheduled for his classification and years of service.

Advancement from rate to rate in the wage schedule shall be effective at the beginning of the pay period in which the unit seniority date falls for which an adjustment is scheduled occurs.

No employee shall be eligible for a merit or longevity adjustment so long as his current wage rate exceeds the rate scheduled for his classification and years of unit seniority. Upon becoming eligible for a merit or longevity adjustment, the new rate shall not exceed the rate scheduled for classification and years of unit seniority. Employees whose rates exceed the increased longevity rates in the wage schedule shall be considered to have received the longevity rate through past pay practices and no adjustment shall be made until such time as the rate scheduled for classification and years of service shall exceed his rate of pay.

So there is no misunderstanding, negotiated general wage increases are provided to all employees, regardless of their placement in the wage schedule, and are considered separate and distinct from merit and or longevity increases as discussed in this Appendix.

The parties agree that there is a continuing need for the Teamster Classification Team to meet and discuss current classifications and pay rates. If the parties reach a mutual agreement concerning changes in classification pay rates, which may affect changes to the labor agreement, the parties may agree to re-open that agreement to effectuate such changes.

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2006

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
1411	D	STOCK CLERK	25376 12.200	25811 12.409	26239 12.615	26686 12.830	27340 13.144	27988 13.456	28642 13.770	29288 14.081	29940 14.394	30591 14.707	31242 15.020	31893 15.333	32546 15.647	33199 15.961
1413		SR STOCK CLERK	28040 13.481	28548 13.725	29053 13.968	29563 14.213	30214 14.526	30865 14.839	31514 15.151	32165 15.464	32818 15.778	33465 16.089	34118 16.403	34767 16.715	35416 17.027	36065 17.339
5111		MAINT MECHANIC	32205 15.483	32812 15.775	33438 16.076	34037 16.364	34686 16.676	35337 16.989	35986 17.301	36637 17.614	37290 17.928	37939 18.240	38588 18.552	39239 18.865	39890 19.178	40541 19.491
5116		MAINT SPECIALIST	31366 15.080	31949 15.360	32540 15.644	33134 15.930	33788 16.244	34439 16.557	35088 16.869	35739 17.182	36388 17.494	37041 17.808	37685 18.118	38336 18.431	38990 18.745	39641 19.058
5117		SR MAINT SPEC-GENERAL	33276 15.998	33912 16.304	34536 16.604	35183 16.915	35836 17.229	36487 17.542	37138 17.855	37787 18.167	38436 18.479	39094 18.795	39740 19.106	40392 19.419	41036 19.729	41689 20.043
5118		LEAD MAINT SPECIALIST	35504 17.069	36190 17.399	36870 17.726	37554 18.055	38239 18.384	38919 18.711	39601 19.039	40288 19.369	40974 19.699	41648 20.023	42332 20.352	43021 20.683	43701 21.010	44383 21.338
5121		ELECTRONICS TECHNICIAN	35008 16.831	35684 17.156	36367 17.484	37053 17.814	37702 18.126	38357 18.441	39010 18.755	39657 19.066	40306 19.378	40953 19.689	41608 20.004	42259 20.317	42912 20.631	43564 20.944
5122		SIGNAL TECHNICIAN	30073 14.458	30622 14.722	31177 14.989	31739 15.259	32390 15.572	33041 15.885	33692 16.198	34339 16.509	34994 16.824	35643 17.136	36294 17.449	36943 17.761	37592 18.073	38245 18.387
5124		SR SIGNAL TECHNICIAN	32336 15.546	32947 15.840	33561 16.135	34179 16.432	34830 16.745	35485 17.060	36132 17.371	36785 17.685	37434 17.997	38085 18.310	38736 18.623	39385 18.935	40038 19.249	40689 19.562
5127		SIGNS & MARKINGS TECHNICIAN	28891 13.890	29420 14.144	29942 14.395	30476 14.652	31125 14.964	31780 15.279	32427 15.590	33082 15.905	33733 16.218	34382 16.530	35033 16.843	35680 17.154	36336 17.469	36984 17.781
5128		SR SIGNS & MARKINGS TECHNICIAN	30073 14.458	30622 14.722	31177 14.989	31739 15.259	32390 15.572	33041 15.885	33692 16.198	34339 16.509	34994 16.824	35643 17.136	36294 17.449	36943 17.761	37592 18.073	38245 18.387

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2007

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2006

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5131		LABORER	27308	27799	28284	28771	29422	30075	30724	31381	32028	32679	33328	33979	34628	35279
			13.129	13.365	13.598	13.832	14.145	14.459	14.771	15.087	15.398	15.711	16.023	16.336	16.648	16.961
5136	0	SR MAINT SPEC-PLUMBER	33276	33912	34536	35183	35836	36487	37138	37787	38436	39094	39740	40392	41036	41689
			15.998	16.304	16.604	16.915	17.229	17.542	17.855	18.167	18.479	18.795	19.106	19.419	19.729	20.043
5137	0	SR MAINT SPEC-PAINTER	33276	33912	34536	35183	35836	36487	37138	37787	38436	39094	39740	40392	41036	41689
			15.998	16.304	16.604	16.915	17.229	17.542	17.855	18.167	18.479	18.795	19.106	19.419	19.729	20.043
5138	0	SR MAINT SPEC-ELECTRICIAN	33276	33912	34536	35183	35836	36487	37138	37787	38436	39094	39740	40392	41036	41689
			15.998	16.304	16.604	16.915	17.229	17.542	17.855	18.167	18.479	18.795	19.106	19.419	19.729	20.043
5139	0	SR MAINT SPEC-CARPENTER	33276	33912	34536	35183	35836	36487	37138	37787	38436	39094	39740	40392	41036	41689
			15.998	16.304	16.604	16.915	17.229	17.542	17.855	18.167	18.479	18.795	19.106	19.419	19.729	20.043
5142		CUSTODIAN	27308	27799	28284	28771	29422	30075	30724	31381	32028	32679	33328	33979	34628	35279
			13.129	13.365	13.598	13.832	14.145	14.459	14.771	15.087	15.398	15.711	16.023	16.336	16.648	16.961
5212		EQUIP OPERATOR	30073	30622	31177	31739	32390	33041	33692	34339	34994	35643	36294	36943	37592	38245
			14.458	14.722	14.989	15.259	15.572	15.885	16.198	16.509	16.824	17.136	17.449	17.761	18.073	18.387
5214		HEAVY EQUIPMENT OPERATOR	33276	33912	34536	35183	35836	36487	37138	37787	38436	39094	39740	40392	41036	41689
			15.998	16.304	16.604	16.915	17.229	17.542	17.855	18.167	18.479	18.795	19.106	19.419	19.729	20.043
5216	0	COMPOST EQUIP OPERATOR	30073	30622	31177	31739	32390	33041	33692	34339	34994	35643	36294	36943	37592	38245
			14.458	14.722	14.989	15.259	15.572	15.885	16.198	16.509	16.824	17.136	17.449	17.761	18.073	18.387
5221		EQUIP SERV WORKER	28835	29357	29883	30416	31067	31712	32365	33014	33669	34318	34967	35618	36269	36920
			13.863	14.114	14.367	14.623	14.936	15.246	15.560	15.872	16.187	16.499	16.811	17.124	17.437	17.750
5224		VEHICLE REFINISHER	34091	34757	35410	36065	36718	37371	38020	38669	39324	39971	40627	41273	41924	42576
			16.390	16.710	17.024	17.339	17.653	17.967	18.279	18.591	18.906	19.217	19.532	19.843	20.156	20.469

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2007

SALARY SCHEDULE III
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CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE JULY 01, 2006

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5226		MECHANIC	34133 16.410	34782 16.722	35441 17.039	36109 17.360	36758 17.672	37409 17.985	38058 18.297	38709 18.610	39358 18.922	40009 19.235	40658 19.547	41307 19.859	41960 20.173	42613 20.487
5227		SR MECHANIC	35660 17.144	36354 17.478	37049 17.812	37750 18.149	38399 18.461	39048 18.773	39697 19.085	40350 19.399	41005 19.714	41652 20.025	42305 20.339	42954 20.651	43603 20.963	44258 21.278
5241		SEWER MAINT WORKER	28891 13.890	29420 14.144	29942 14.395	30476 14.652	31125 14.964	31780 15.279	32427 15.590	33082 15.905	33733 16.218	34382 16.530	35033 16.843	35680 17.154	36336 17.469	36984 17.781
5242		SEWER HEAVY MAINT WORKER	30073 14.458	30622 14.722	31177 14.989	31739 15.259	32390 15.572	33041 15.885	33692 16.198	34339 16.509	34994 16.824	35643 17.136	36294 17.449	36943 17.761	37592 18.073	38245 18.387
5243		SEWER TV TECHNICIAN	34276 16.479	34896 16.777	35549 17.091	36138 17.374	36791 17.688	37442 18.001	38095 18.315	38742 18.626	39393 18.939	40046 19.253	40695 19.565	41346 19.878	41997 20.191	42642 20.501
5244		SEWER EQUIP OPERATOR	30073 14.458	30622 14.722	31177 14.989	31739 15.259	32390 15.572	33041 15.885	33692 16.198	34339 16.509	34994 16.824	35643 17.136	36294 17.449	36943 17.761	37592 18.073	38245 18.387
5245		SEWER HEAVY EQUIP OPERATOR	33276 15.998	33912 16.304	34536 16.604	35183 16.915	35836 17.229	36487 17.542	37138 17.855	37787 18.167	38436 18.479	39094 18.795	39740 19.106	40392 19.419	41036 19.729	41689 20.043
5251		BARRICADE TECHNICIAN	30073 14.458	30622 14.722	31177 14.989	31739 15.259	32390 15.572	33041 15.885	33692 16.198	34339 16.509	34994 16.824	35643 17.136	36294 17.449	36943 17.761	37592 18.073	38245 18.387
5252		STREET MAINT WORKER	28891 13.890	29420 14.144	29942 14.395	30476 14.652	31125 14.964	31780 15.279	32427 15.590	33082 15.905	33733 16.218	34382 16.530	35033 16.843	35680 17.154	36336 17.469	36984 17.781
5253		STREET EQUIP OPERATOR	30073 14.458	30622 14.722	31177 14.989	31739 15.259	32390 15.572	33041 15.885	33692 16.198	34339 16.509	34994 16.824	35643 17.136	36294 17.449	36943 17.761	37592 18.073	38245 18.387
5254		STREET HEAVY EQUIP OPERATOR	33276 15.998	33912 16.304	34536 16.604	35183 16.915	35836 17.229	36487 17.542	37138 17.855	37787 18.167	38436 18.479	39094 18.795	39740 19.106	40392 19.419	41036 19.729	41689 20.043

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SALARY SCHEDULE III
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5255		ASPHALT PLANT OPERATOR														
		33276	33912	34536	35183	35836	36487	37138	37787	38436	39094	39740	40392	41036	41689	
		15.998	16.304	16.604	16.915	17.229	17.542	17.855	18.167	18.479	18.795	19.106	19.419	19.729	20.043	
5256		LEAD STREET MAINT WORKER														
		33276	33912	34536	35183	35836	36487	37138	37787	38436	39094	39740	40392	41036	41689	
		15.998	16.304	16.604	16.915	17.229	17.542	17.855	18.167	18.479	18.795	19.106	19.419	19.729	20.043	
5260		STREET HEAVY MAINT WORKER														
		30073	30622	31177	31739	32390	33041	33692	34339	34994	35643	36294	36943	37592	38245	
		14.458	14.722	14.989	15.259	15.572	15.885	16.198	16.509	16.824	17.136	17.449	17.761	18.073	18.387	
5265		PACKER DRIVER/LOADER														
		31408	31990	32571	33159	33815	34461	35115	35761	36417	37064	37717	38370	39021	39670	
		15.100	15.380	15.659	15.942	16.257	16.568	16.882	17.193	17.508	17.819	18.133	18.447	18.760	19.072	
5301		PARK TECHNICIAN														
		30391	30955	31518	32094	32743	33390	34043	34690	35341	35990	36643	37294	37943	38592	
		14.611	14.882	15.153	15.430	15.742	16.053	16.367	16.678	16.991	17.303	17.617	17.930	18.242	18.554	
5302		FORESTRY TECHNICIAN														
		32180	32787	33396	34010	34661	35310	35965	36612	37265	37916	38565	39214	39865	40516	
		15.471	15.763	16.056	16.351	16.664	16.976	17.291	17.602	17.916	18.229	18.541	18.853	19.166	19.479	
5310	0	HORTICULTURAL TECH														
		30959	31535	32115	32839	33492	34143	34790	35441	36096	36745	37396	38043	38696	39345	
		14.884	15.161	15.440	15.788	16.102	16.415	16.726	17.039	17.354	17.666	17.979	18.290	18.604	18.916	
5311	0	LEAD HORTICULTURAL TECH														
		33815	34464	35115	35761	36417	37064	37717	38370	39021	39670	40319	40968	41621	42272	
		16.257	16.569	16.882	17.193	17.508	17.819	18.133	18.447	18.760	19.072	19.384	19.696	20.010	20.323	
5314		LEAD FORESTRY TECHNICIAN														
		35504	36190	36870	37554	38239	38919	39601	40288	40974	41648	42332	43021	43701	44383	
		17.069	17.399	17.726	18.055	18.384	18.711	19.039	19.369	19.699	20.023	20.352	20.683	21.010	21.338	
5316	0	LEAD GOLF TECHNICIAN														
		35504	36190	36870	37554	38239	38919	39601	40288	40974	41648	42332	43021	43701	44383	
		17.069	17.399	17.726	18.055	18.384	18.711	19.039	19.369	19.699	20.023	20.352	20.683	21.010	21.338	
5317	0	LEAD PARK TECHNICIAN														
		35504	36190	36870	37554	38239	38919	39601	40288	40974	41648	42332	43021	43701	44383	
		17.069	17.399	17.726	18.055	18.384	18.711	19.039	19.369	19.699	20.023	20.352	20.683	21.010	21.338	

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2007

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2006

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5322		ZOOLOGICAL TECHNICIAN														
		30391	30955	31518	32094	32743	33390	34043	34690	35341	35990	36643	37294	37943	38592	
		14.611	14.882	15.153	15.430	15.742	16.053	16.367	16.678	16.991	17.303	17.617	17.930	18.242	18.554	
5722		PLANT OPERATOR														
		32153	32756	33361	33979	34628	35279	35932	36581	37228	37879	38532	39183	39834	40481	
		15.458	15.748	16.039	16.336	16.648	16.961	17.275	17.587	17.898	18.211	18.525	18.838	19.151	19.462	
5724		LEAD PLANT OPERATOR														
		34412	35081	35743	36410	37057	37712	38364	39015	39664	40312	40959	41617	42266	42917	
		16.544	16.866	17.184	17.505	17.816	18.131	18.444	18.757	19.069	19.381	19.692	20.008	20.320	20.633	

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* FISCAL YEAR 2007

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
1411	0	STOCK CLERK	25630	26069	26501	26953	27612	28269	28929	29582	30239	30896	31554	32211	32872	33532
			12.322	12.533	12.741	12.958	13.275	13.591	13.908	14.222	14.538	14.854	15.170	15.486	15.804	16.121
1413		SR STOCK CLERK	28321	28833	29345	29858	30516	31173	31830	32488	33147	33800	34459	35115	35770	36425
			13.616	13.862	14.108	14.355	14.671	14.987	15.303	15.619	15.936	16.250	16.567	16.882	17.197	17.512
5111		MAINT MECHANIC	32527	33141	33773	34378	35033	35691	36346	37003	37663	38318	38975	39632	40290	40947
			15.638	15.933	16.237	16.528	16.843	17.159	17.474	17.790	18.107	18.422	18.738	19.054	19.370	19.686
5116		MAINT SPECIALIST	31680	32269	32864	33465	34124	34784	35439	36096	36752	37411	38062	38719	39381	40038
			15.231	15.514	15.800	16.089	16.406	16.723	17.038	17.354	17.669	17.986	18.299	18.615	18.933	19.249
5117		SR MAINT SPEC-GENERAL	33609	34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105
			16.158	16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243
5118		LEAD MAINT SPECIALIST	35859	36552	37238	37931	38621	39308	39996	40691	41384	42064	42756	43451	44138	44826
			17.240	17.573	17.903	18.236	18.568	18.898	19.229	19.563	19.896	20.223	20.556	20.890	21.220	21.551
5121		ELECTRONICS TECHNICIAN	35358	36042	36731	37423	38079	38740	39401	40055	40710	41363	42024	42682	43341	43998
			16.999	17.328	17.659	17.992	18.307	18.625	18.943	19.257	19.572	19.886	20.204	20.520	20.837	21.153
5122		SIGNAL TECHNICIAN	30374	30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628
			14.603	14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571
5124		SR SIGNAL TECHNICIAN	32660	33276	33896	34520	35179	35840	36494	37153	37808	38465	39123	39778	40439	41097
			15.702	15.998	16.296	16.596	16.913	17.231	17.545	17.862	18.177	18.493	18.809	19.124	19.442	19.758
5127		SIGNS & MARKINGS TECHNICIAN	29180	29713	30241	30782	31437	32099	32752	33413	34070	34726	35383	36038	36700	37355
			14.029	14.285	14.539	14.799	15.114	15.432	15.746	16.064	16.380	16.695	17.011	17.326	17.644	17.959
5128		SR SIGNS & MARKINGS TECHNICIAN	30374	30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628
			14.603	14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571
5131		LABORER	27581	28078	28567	29058	29717	30376	31032	31695	32348	33005	33661	34318	34975	35632
			13.260	13.499	13.734	13.970	14.287	14.604	14.919	15.238	15.552	15.868	16.183	16.499	16.815	17.131
5142		CUSTODIAN	27581	28078	28567	29058	29717	30376	31032	31695	32348	33005	33661	34318	34975	35632
			13.260	13.499	13.734	13.970	14.287	14.604	14.919	15.238	15.552	15.868	16.183	16.499	16.815	17.131

*BASED ON 2080 HOURS ANNUALLY

*FISCAL YEAR 2007

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5136	0	SR MAINT SPEC-PLUMBER														
		33609		34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105
		16.158		16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243
5137	0	SR MAINT SPEC-PAINTER														
		33609		34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105
		16.158		16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243
5138	0	SR MAINT SPEC-ELECTRICIAN														
		33609		34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105
		16.158		16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243
5139	0	SR MAINT SPEC-CARPENTER														
		33609		34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105
		16.158		16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243
5212		EQUIP OPERATOR														
		30374		30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628
		14.603		14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571
5214		HEAVY EQUIPMENT OPERATOR														
		33609		34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105
		16.158		16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243
5216	0	COMPOST EQUIP OPERATOR														
		30374		30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628
		14.603		14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571
5221		EQUIP SERV WORKER														
		29124		29650	30183	30720	31377	32030	32689	33344	34006	34661	35316	35974	36631	37290
		14.002		14.255	14.511	14.769	15.085	15.399	15.716	16.031	16.349	16.664	16.979	17.295	17.611	17.928
5224		VEHICLE REFINISHER														
		34432		35104	35764	36425	37086	37746	38401	39056	39718	40371	41032	41685	42345	43002
		16.554		16.877	17.194	17.512	17.830	18.147	18.462	18.777	19.095	19.409	19.727	20.041	20.358	20.674
5226		MECHANIC														
		34474		35129	35795	36471	37126	37783	38438	39096	39751	40408	41065	41721	42380	43039
		16.574		16.889	17.209	17.534	17.849	18.165	18.480	18.796	19.111	19.427	19.743	20.058	20.375	20.692
5227		SR MECHANIC														
		36015		36718	37419	38128	38784	39439	40094	40753	41415	42068	42727	43385	44040	44701
		17.315		17.653	17.990	18.331	18.646	18.961	19.276	19.593	19.911	20.225	20.542	20.858	21.173	21.491
5241		SEWER MAINT WORKER														
		29180		29713	30241	30782	31437	32099	32752	33413	34070	34726	35383	36038	36700	37355
		14.029		14.285	14.539	14.799	15.114	15.432	15.746	16.064	16.380	16.695	17.011	17.326	17.644	17.959

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2007

SALARY SCHEDULE 111
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5242		SEWER HEAVY MAINT WORKER														
		30374	30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628	
		14.603	14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571	
5243		SEWER TV TECHNICIAN														
		34620	35246	35905	36500	37159	37816	38476	39129	39786	40448	41103	41760	42417	43068	
		16.644	16.945	17.262	17.548	17.865	18.181	18.498	18.812	19.128	19.446	19.761	20.077	20.393	20.706	
5244		SEWER EQUIP OPERATOR														
		30374	30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628	
		14.603	14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571	
5245		SEWER HEAVY EQUIP OPERATOR														
		33609	34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105	
		16.158	16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243	
5251		BARRICADE TECHNICIAN														
		30374	30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628	
		14.603	14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571	
5252		STREET MAINT WORKER														
		29180	29713	30241	30782	31437	32099	32752	33413	34070	34726	35383	36038	36700	37355	
		14.029	14.285	14.539	14.799	15.114	15.432	15.746	16.064	16.380	16.695	17.011	17.326	17.644	17.959	
5253		STREET EQUIP OPERATOR														
		30374	30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628	
		14.603	14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571	
5254		STREET HEAVY EQUIP OPERATOR														
		33609	34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105	
		16.158	16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243	
5255		ASPHALT PLANT OPERATOR														
		33609	34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105	
		16.158	16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243	
5256		LEAD STREET MAINT WORKER														
		33609	34251	34882	35535	36194	36851	37511	38166	38821	39485	40138	40795	41446	42105	
		16.158	16.467	16.770	17.084	17.401	17.717	18.034	18.349	18.664	18.983	19.297	19.613	19.926	20.243	
5260		STREET HEAVY MAINT WORKER														
		30374	30928	31489	32057	32714	33372	34029	34682	35343	35999	36658	37313	37968	38628	
		14.603	14.869	15.139	15.412	15.728	16.044	16.360	16.674	16.992	17.307	17.624	17.939	18.254	18.571	
5265		PACKER DRIVER/LOADER														
		31722	32311	32897	33490	34154	34807	35466	36119	36781	37434	38093	38755	39412	40067	
		15.251	15.534	15.816	16.101	16.420	16.734	17.051	17.365	17.683	17.997	18.314	18.632	18.948	19.263	

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2007

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5301		PARK TECHNICIAN	30695 14.757	31264 15.031	31834 15.305	32415 15.584	33070 15.899	33725 16.214	34384 16.531	35038 16.845	35695 17.161	36350 17.476	37009 17.793	37667 18.109	38322 18.424	38979 18.740
5302		FORESTRY TECHNICIAN	32502 15.626	33116 15.921	33731 16.217	34351 16.515	35008 16.831	35664 17.146	36325 17.464	36978 17.778	37638 18.095	38295 18.411	38950 18.726	39607 19.042	40265 19.358	40922 19.674
5310	0	HORTICULTURAL TECH	31269 15.033	31851 15.313	32436 15.594	33168 15.946	33827 16.263	34484 16.579	35137 16.893	35795 17.209	36458 17.528	37113 17.843	37771 18.159	38424 18.473	39083 18.790	39738 19.105
5311	0	LEAD HORTICULTURAL TECH	34154 16.420	34809 16.735	35466 17.051	36119 17.365	36781 17.683	37434 17.997	38093 18.314	38755 18.632	39412 18.948	40067 19.263	40722 19.578	41377 19.893	42037 20.210	42694 20.526
5314		LEAD FORESTRY TECHNICIAN	35859 17.240	36552 17.573	37238 17.903	37931 18.236	38621 18.568	39308 18.898	39996 19.229	40691 19.563	41384 19.896	42064 20.223	42756 20.556	43451 20.890	44138 21.220	44826 21.551
5316	0	LEAD GOLF TECHNICIAN	35859 17.240	36552 17.573	37238 17.903	37931 18.236	38621 18.568	39308 18.898	39996 19.229	40691 19.563	41384 19.896	42064 20.223	42756 20.556	43451 20.890	44138 21.220	44826 21.551
5317	0	LEAD PARK TECHNICIAN	35859 17.240	36552 17.573	37238 17.903	37931 18.236	38621 18.568	39308 18.898	39996 19.229	40691 19.563	41384 19.896	42064 20.223	42756 20.556	43451 20.890	44138 21.220	44826 21.551
5322		ZOOLOGICAL TECHNICIAN	30695 14.757	31264 15.031	31834 15.305	32415 15.584	33070 15.899	33725 16.214	34384 16.531	35038 16.845	35695 17.161	36350 17.476	37009 17.793	37667 18.109	38322 18.424	38979 18.740
5722		PLANT OPERATOR	32475 15.613	33084 15.906	33694 16.199	34318 16.499	34975 16.815	35632 17.131	36292 17.448	36947 17.763	37600 18.077	38257 18.393	38917 18.710	39574 19.026	40233 19.343	40887 19.657
5724		LEAD PLANT OPERATOR	34755 16.709	35433 17.035	36100 17.356	36774 17.680	37428 17.994	38089 18.312	38746 18.628	39406 18.945	40061 19.260	40716 19.575	41369 19.889	42033 20.208	42688 20.523	43345 20.839

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
1411	0	STOCK CLERK	26141 12.568	26591 12.784	27032 12.996	27491 13.217	28165 13.541	28835 13.863	29507 14.186	30172 14.506	30844 14.829	31514 15.151	32184 15.473	32856 15.796	33530 16.120	34201 16.443
1413		SR STOCK CLERK	28887 13.888	29409 14.139	29931 14.390	30455 14.642	31125 14.964	31797 15.287	32467 15.609	33136 15.931	33810 16.255	34476 16.575	35148 16.898	35818 17.220	36485 17.541	37153 17.862
5111		MAINT MECHANIC	33178 15.951	33804 16.252	34449 16.562	35067 16.859	35734 17.180	36404 17.502	37074 17.824	37744 18.146	38416 18.469	39083 18.790	39755 19.113	40425 19.435	41095 19.757	41766 20.080
5116		MAINT SPECIALIST	32315 15.536	32914 15.824	33521 16.116	34135 16.411	34807 16.734	35481 17.058	36148 17.379	36818 17.701	37486 18.022	38160 18.346	38823 18.665	39493 18.987	40169 19.312	40839 19.634
5117		SR MAINT SPEC-GENERAL	34280 16.481	34936 16.796	35578 17.105	36246 17.426	36918 17.749	37588 18.071	38262 18.395	38929 18.716	39597 19.037	40275 19.363	40941 19.683	41610 20.005	42276 20.325	42948 20.648
5118		LEAD MAINT SPECIALIST	36577 17.585	37284 17.925	37983 18.261	38690 18.601	39393 18.939	40094 19.276	40797 19.614	41504 19.954	42212 20.294	42906 20.628	43611 20.967	44321 21.308	45020 21.644	45723 21.982
5121		ELECTRONICS TECHNICIAN	36065 17.339	36764 17.675	37465 18.012	38172 18.352	38840 18.673	39516 18.998	40190 19.322	40855 19.642	41523 19.963	42191 20.284	42865 20.608	43534 20.930	44208 21.254	44878 21.576
5122		SIGNAL TECHNICIAN	30982 14.895	31545 15.166	32119 15.442	32698 15.720	33369 16.043	34039 16.365	34709 16.687	35377 17.008	36051 17.332	36718 17.653	37392 17.977	38060 18.298	38728 18.619	39399 18.942
5124		SR SIGNAL TECHNICIAN	33313 16.016	33941 16.318	34574 16.622	35210 16.928	35882 17.251	36558 17.576	37224 17.896	37896 18.219	38565 18.541	39235 18.863	39905 19.185	40575 19.507	41248 19.831	41918 20.153
5127		SIGNS & MARKINGS TECHNICIAN	29765 14.310	30308 14.571	30846 14.830	31398 15.095	32065 15.416	32741 15.741	33407 16.061	34081 16.385	34753 16.708	35420 17.029	36090 17.351	36760 17.673	37434 17.997	38101 18.318
5128		SR SIGNS & MARKINGS TECHNICIAN	30982 14.895	31545 15.166	32119 15.442	32698 15.720	33369 16.043	34039 16.365	34709 16.687	35377 17.008	36051 17.332	36718 17.653	37392 17.977	38060 18.298	38728 18.619	39399 18.942
5131		LABORER	28132 13.525	28640 13.769	29139 14.009	29638 14.249	30312 14.573	30984 14.896	31651 15.217	32329 15.543	32995 15.863	33665 16.185	34335 16.507	35004 16.829	35674 17.151	36346 17.474
5142		CUSTODIAN	28132 13.525	28640 13.769	29139 14.009	29638 14.249	30312 14.573	30984 14.896	31651 15.217	32329 15.543	32995 15.863	33665 16.185	34335 16.507	35004 16.829	35674 17.151	36346 17.474

*BASED ON 2080 HOURS ANNUALLY

*FISCAL YEAR 2008

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5136	0	SR MAINT SPEC-PLUMBER														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5137	0	SR MAINT SPEC-PAINTER														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5138	0	SR MAINT SPEC-ELECTRICIAN														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5139	0	SR MAINT SPEC-CARPENTER														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5212		EQUIP OPERATOR														
		30982	31545	32119	32698	33369	34039	34709	35377	36051	36718	37392	38060	38728	39399	
		14.895	15.166	15.442	15.720	16.043	16.365	16.687	17.008	17.332	17.653	17.977	18.298	18.619	18.942	
5214		HEAVY EQUIPMENT OPERATOR														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5216	0	COMPOST EQUIP OPERATOR														
		30982	31545	32119	32698	33369	34039	34709	35377	36051	36718	37392	38060	38728	39399	
		14.895	15.166	15.442	15.720	16.043	16.365	16.687	17.008	17.332	17.653	17.977	18.298	18.619	18.942	
5221		EQUIP SERV WORKER														
		29707	30243	30786	31333	32005	32671	33342	34012	34686	35354	36024	36693	37363	38037	
		14.282	14.540	14.801	15.064	15.387	15.707	16.030	16.352	16.676	16.997	17.319	17.641	17.963	18.287	
5224		VEHICLE REFINISHER														
		35121	35807	36479	37153	37829	38501	39168	39838	40512	41178	41854	42519	43191	43863	
		16.885	17.215	17.538	17.862	18.187	18.510	18.831	19.153	19.477	19.797	20.122	20.442	20.765	21.088	
5226		MECHANIC														
		35164	35832	36510	37201	37868	38538	39208	39878	40545	41217	41887	42555	43229	43900	
		16.906	17.227	17.553	17.885	18.206	18.528	18.850	19.172	19.493	19.816	20.138	20.459	20.783	21.106	
5227		SR MECHANIC														
		36735	37452	38168	38892	39560	40227	40897	41569	42243	42910	43582	44252	44922	45596	
		17.661	18.006	18.350	18.698	19.019	19.340	19.662	19.985	20.309	20.630	20.953	21.275	21.597	21.921	
5241		SEWER MAINT WORKER														
		29765	30308	30846	31398	32065	32741	33407	34081	34753	35420	36090	36760	37434	38101	
		14.310	14.571	14.830	15.095	15.416	15.741	16.061	16.385	16.708	17.029	17.351	17.673	17.997	18.318	

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* FISCAL YEAR 2008

SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5242		SEWER HEAVY MAINT WORKER														
		30982	31545	32119	32698	33369	34039	34709	35377	36051	36718	37392	38060	38728	39399	
		14.895	15.166	15.442	15.720	16.043	16.365	16.687	17.008	17.332	17.653	17.977	18.298	18.619	18.942	
5243		SEWER TV TECHNICIAN														
		35312	35951	36623	37230	37902	38574	39245	39911	40583	41257	41924	42596	43266	43930	
		16.977	17.284	17.607	17.899	18.222	18.545	18.868	19.188	19.511	19.835	20.156	20.479	20.801	21.120	
5244		SEWER EQUIP OPERATOR														
		30982	31545	32119	32698	33369	34039	34709	35377	36051	36718	37392	38060	38728	39399	
		14.895	15.166	15.442	15.720	16.043	16.365	16.687	17.008	17.332	17.653	17.977	18.298	18.619	18.942	
5245		SEWER HEAVY EQUIP OPERATOR														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5251		BARRICADE TECHNICIAN														
		30982	31545	32119	32698	33369	34039	34709	35377	36051	36718	37392	38060	38728	39399	
		14.895	15.166	15.442	15.720	16.043	16.365	16.687	17.008	17.332	17.653	17.977	18.298	18.619	18.942	
5252		STREET MAINT WORKER														
		29765	30308	30846	31398	32065	32741	33407	34081	34753	35420	36090	36760	37434	38101	
		14.310	14.571	14.830	15.095	15.416	15.741	16.061	16.385	16.708	17.029	17.351	17.673	17.997	18.318	
5253		STREET EQUIP OPERATOR														
		30982	31545	32119	32698	33369	34039	34709	35377	36051	36718	37392	38060	38728	39399	
		14.895	15.166	15.442	15.720	16.043	16.365	16.687	17.008	17.332	17.653	17.977	18.298	18.619	18.942	
5254		STREET HEAVY EQUIP OPERATOR														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5255		ASPHALT PLANT OPERATOR														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5256		LEAD STREET MAINT WORKER														
		34280	34936	35578	36246	36918	37588	38262	38929	39597	40275	40941	41610	42276	42948	
		16.481	16.796	17.105	17.426	17.749	18.071	18.395	18.716	19.037	19.363	19.683	20.005	20.325	20.648	
5260		STREET HEAVY MAINT WORKER														
		30982	31545	32119	32698	33369	34039	34709	35377	36051	36718	37392	38060	38728	39399	
		14.895	15.166	15.442	15.720	16.043	16.365	16.687	17.008	17.332	17.653	17.977	18.298	18.619	18.942	
5265		PACKER DRIVER/LOADER														
		32356	32958	33555	34160	34836	35504	36175	36841	37517	38183	38854	39530	40200	40868	
		15.556	15.845	16.132	16.423	16.748	17.069	17.392	17.712	18.037	18.357	18.680	19.005	19.327	19.648	

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2007

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5301		PARK TECHNICIAN														
			31308	31891	32471	33064	33731	34399	35073	35739	36408	37078	37750	38420	39089	39759
			15.052	15.332	15.611	15.896	16.217	16.538	16.862	17.182	17.504	17.826	18.149	18.471	18.793	19.115
5302		FORESTRY TECHNICIAN														
			33153	33777	34405	35038	35709	36377	37051	37719	38391	39060	39730	40400	41070	41741
			15.939	16.239	16.541	16.845	17.168	17.489	17.813	18.134	18.457	18.779	19.101	19.423	19.745	20.068
5310	0	HORTICULTURAL TECH														
			31895	32488	33084	33831	34503	35175	35840	36510	37188	37856	38526	39193	39865	40533
			15.334	15.619	15.906	16.265	16.588	16.911	17.231	17.553	17.879	18.200	18.522	18.843	19.166	19.487
5311	0	LEAD HORTICULTURAL TECH														
			34836	35506	36175	36841	37517	38183	38854	39530	40200	40868	41538	42205	42877	43549
			16.748	17.070	17.392	17.712	18.037	18.357	18.680	19.005	19.327	19.648	19.970	20.291	20.614	20.937
5314		LEAD FORESTRY TECHNICIAN														
			36577	37284	37983	38690	39393	40094	40797	41504	42212	42906	43611	44321	45020	45723
			17.585	17.925	18.261	18.601	18.939	19.276	19.614	19.954	20.294	20.628	20.967	21.308	21.644	21.982
5316	0	LEAD GOLF TECHNICIAN														
			36577	37284	37983	38690	39393	40094	40797	41504	42212	42906	43611	44321	45020	45723
			17.585	17.925	18.261	18.601	18.939	19.276	19.614	19.954	20.294	20.628	20.967	21.308	21.644	21.982
5317	0	LEAD PARK TECHNICIAN														
			36577	37284	37983	38690	39393	40094	40797	41504	42212	42906	43611	44321	45020	45723
			17.585	17.925	18.261	18.601	18.939	19.276	19.614	19.954	20.294	20.628	20.967	21.308	21.644	21.982
5322		ZOOLOGICAL TECHNICIAN														
			31308	31891	32471	33064	33731	34399	35073	35739	36408	37078	37750	38420	39089	39759
			15.052	15.332	15.611	15.896	16.217	16.538	16.862	17.182	17.504	17.826	18.149	18.471	18.793	19.115
5722		PLANT OPERATOR														
			33124	33746	34368	35004	35674	36346	37018	37685	38353	39023	39695	40367	41038	41704
			15.925	16.224	16.523	16.829	17.151	17.474	17.797	18.118	18.439	18.761	19.084	19.407	19.730	20.050
5724		LEAD PLANT OPERATOR														
			35449	36142	36822	37511	38176	38850	39522	40194	40862	41531	42197	42873	43543	44212
			17.043	17.376	17.703	18.034	18.354	18.678	19.001	19.324	19.645	19.967	20.287	20.612	20.934	21.256

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2008

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
1411	0	STOCK CLERK	26404 12.694	26857 12.912	27302 13.126	27766 13.349	28446 13.676	29124 14.002	29802 14.328	30474 14.651	31152 14.977	31830 15.303	32506 15.628	33184 15.954	33864 16.281	34543 16.607
1413		SR STOCK CLERK	29176 14.027	29702 14.280	30231 14.534	30759 14.788	31437 15.114	32115 15.440	32791 15.765	33467 16.090	34149 16.418	34821 16.741	35499 17.067	36175 17.392	36849 17.716	37525 18.041
5111		MAINT MECHANIC	33511 16.111	34143 16.415	34794 16.728	35418 17.028	36092 17.352	36768 17.677	37444 18.002	38122 18.328	38800 18.654	39474 18.978	40152 19.304	40828 19.629	41506 19.955	42184 20.281
5116		MAINT SPECIALIST	32637 15.691	33243 15.982	33856 16.277	34476 16.575	35154 16.901	35836 17.229	36510 17.553	37186 17.878	37860 18.202	38542 18.530	39212 18.852	39888 19.177	40570 19.505	41246 19.830
5117		SR MAINT SPEC-GENERAL	34624 16.646	35285 16.964	35934 17.276	36608 17.600	37288 17.927	37964 18.252	38644 18.579	39318 18.903	39992 19.227	40679 19.557	41350 19.880	42026 20.205	42698 20.528	43378 20.855
5118		LEAD MAINT SPECIALIST	36943 17.761	37656 18.104	38364 18.444	39077 18.787	39786 19.128	40496 19.469	41205 19.810	41920 20.154	42634 20.497	43335 20.834	44048 21.177	44764 21.521	45469 21.860	46180 22.202
5121		ELECTRONICS TECHNICIAN	36425 17.512	37132 17.852	37839 18.192	38555 18.536	39229 18.860	39911 19.188	40591 19.515	41263 19.838	41939 20.163	42613 20.487	43293 20.814	43969 21.139	44651 21.467	45327 21.792
5122		SIGNAL TECHNICIAN	31292 15.044	31861 15.318	32440 15.596	33024 15.877	33702 16.203	34380 16.529	35056 16.854	35730 17.178	36410 17.505	37086 17.830	37767 18.157	38440 18.481	39114 18.805	39792 19.131
5124		SR SIGNAL TECHNICIAN	33646 16.176	34280 16.481	34919 16.788	35562 17.097	36242 17.424	36924 17.752	37596 18.075	38274 18.401	38950 18.726	39628 19.052	40304 19.377	40980 19.702	41660 20.029	42338 20.355
5127		SIGNS & MARKINGS TECHNICIAN	30062 14.453	30611 14.717	31154 14.978	31712 15.246	32386 15.570	33068 15.898	33742 16.222	34422 16.549	35100 16.875	35774 17.199	36452 17.525	37128 17.850	37808 18.177	38482 18.501
5128		SR SIGNS & MARKINGS TECHNICIAN	31292 15.044	31861 15.318	32440 15.596	33024 15.877	33702 16.203	34380 16.529	35056 16.854	35730 17.178	36410 17.505	37086 17.830	37767 18.157	38440 18.481	39114 18.805	39792 19.131
5131		LABORER	28413 13.660	28927 13.907	29430 14.149	29935 14.392	30616 14.719	31294 15.045	31968 15.369	32652 15.698	33326 16.022	34002 16.347	34678 16.672	35354 16.997	36032 17.323	36710 17.649
5142		CUSTODIAN	28413 13.660	28927 13.907	29430 14.149	29935 14.392	30616 14.719	31294 15.045	31968 15.369	32652 15.698	33326 16.022	34002 16.347	34678 16.672	35354 16.997	36032 17.323	36710 17.649

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CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2008

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5136	0	SR MAINT SPEC-PLUMBER														
		34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378	
		16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855	
5137	0	SR MAINT SPEC-PAINTER														
		34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378	
		16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855	
5138	0	SR MAINT SPEC-ELECTRICIAN														
		34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378	
		16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855	
5139	0	SR MAINT SPEC-CARPENTER														
		34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378	
		16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855	
5212		EQUIP OPERATOR														
		31292	31861	32440	33024	33702	34380	35056	35730	36410	37086	37767	38440	39114	39792	
		15.044	15.318	15.596	15.877	16.203	16.529	16.854	17.178	17.505	17.830	18.157	18.481	18.805	19.131	
5214		HEAVY EQUIPMENT OPERATOR														
		34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378	
		16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855	
5216	0	COMPOST EQUIP OPERATOR														
		31292	31861	32440	33024	33702	34380	35056	35730	36410	37086	37767	38440	39114	39792	
		15.044	15.318	15.596	15.877	16.203	16.529	16.854	17.178	17.505	17.830	18.157	18.481	18.805	19.131	
5221		EQUIP SERV WORKER														
		30004	30545	31094	31647	32325	32997	33675	34353	35033	35707	36383	37059	37737	38418	
		14.425	14.685	14.949	15.215	15.541	15.864	16.190	16.516	16.843	17.167	17.492	17.817	18.143	18.470	
5224		VEHICLE REFINISHER														
		35472	36165	36843	37525	38208	38886	39560	40238	40918	41590	42272	42944	43624	44302	
		17.054	17.387	17.713	18.041	18.369	18.695	19.019	19.345	19.672	19.995	20.323	20.646	20.973	21.299	
5226		MECHANIC														
		35516	36190	36876	37573	38247	38923	39601	40277	40951	41629	42305	42981	43661	44339	
		17.075	17.399	17.729	18.064	18.388	18.713	19.039	19.364	19.688	20.014	20.339	20.664	20.991	21.317	
5227		SR MECHANIC														
		37103	37827	38551	39281	39955	40629	41307	41985	42665	43339	44019	44695	45371	46051	
		17.838	18.186	18.534	18.885	19.209	19.533	19.859	20.185	20.512	20.836	21.163	21.488	21.813	22.140	
5241		SEWER MAINT WORKER														
		30062	30611	31154	31712	32386	33068	33742	34422	35100	35774	36452	37128	37808	38482	
		14.453	14.717	14.978	15.246	15.570	15.898	16.222	16.549	16.875	17.199	17.525	17.850	18.177	18.501	

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BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
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EFFECTIVE January 01, 2008

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5242		SEWER HEAVY MAINT WORKER														
			31292	31861	32440	33024	33702	34380	35056	35730	36410	37086	37767	38440	39114	39792
			15.044	15.318	15.596	15.877	16.203	16.529	16.854	17.178	17.505	17.830	18.157	18.481	18.805	19.131
5243		SEWER TV TECHNICIAN														
			35666	36311	36989	37602	38280	38960	39639	40310	40988	41669	42345	43023	43699	44368
			17.147	17.457	17.783	18.078	18.404	18.731	19.057	19.380	19.706	20.033	20.358	20.684	21.009	21.331
5244		SEWER EQUIP OPERATOR														
			31292	31861	32440	33024	33702	34380	35056	35730	36410	37086	37767	38440	39114	39792
			15.044	15.318	15.596	15.877	16.203	16.529	16.854	17.178	17.505	17.830	18.157	18.481	18.805	19.131
5245		SEWER HEAVY EQUIP OPERATOR														
			34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378
			16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855
5251		BARRICADE TECHNICIAN														
			31292	31861	32440	33024	33702	34380	35056	35730	36410	37086	37767	38440	39114	39792
			15.044	15.318	15.596	15.877	16.203	16.529	16.854	17.178	17.505	17.830	18.157	18.481	18.805	19.131
5252		STREET MAINT WORKER														
			30062	30611	31154	31712	32386	33068	33742	34422	35100	35774	36452	37128	37808	38482
			14.453	14.717	14.978	15.246	15.570	15.898	16.222	16.549	16.875	17.199	17.525	17.850	18.177	18.501
5253		STREET EQUIP OPERATOR														
			31292	31861	32440	33024	33702	34380	35056	35730	36410	37086	37767	38440	39114	39792
			15.044	15.318	15.596	15.877	16.203	16.529	16.854	17.178	17.505	17.830	18.157	18.481	18.805	19.131
5254		STREET HEAVY EQUIP OPERATOR														
			34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378
			16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855
5255		ASPHALT PLANT OPERATOR														
			34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378
			16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855
5256		LEAD STREET MAINT WORKER														
			34624	35285	35934	36608	37288	37964	38644	39318	39992	40679	41350	42026	42698	43378
			16.646	16.964	17.276	17.600	17.927	18.252	18.579	18.903	19.227	19.557	19.880	20.205	20.528	20.855
5260		STREET HEAVY MAINT WORKER														
			31292	31861	32440	33024	33702	34380	35056	35730	36410	37086	37767	38440	39114	39792
			15.044	15.318	15.596	15.877	16.203	16.529	16.854	17.178	17.505	17.830	18.157	18.481	18.805	19.131
5265		PACKER DRIVER/LOADER														
			32681	33288	33889	34501	35185	35859	36537	37209	37891	38565	39243	39926	40602	41278
			15.712	16.004	16.293	16.587	16.916	17.240	17.566	17.889	18.217	18.541	18.867	19.195	19.520	19.845

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2008

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5301		PARK TECHNICIAN														
			31622	32209	32795	33394	34068	34742	35424	36096	36772	37448	38128	38804	39480	40156
			15.203	15.485	15.767	16.055	16.379	16.703	17.031	17.354	17.679	18.004	18.331	18.656	18.981	19.306
5302		FORESTRY TECHNICIAN														
			33484	34114	34748	35389	36067	36741	37421	38095	38775	39451	40127	40803	41481	42160
			16.098	16.401	16.706	17.014	17.340	17.664	17.991	18.315	18.642	18.967	19.292	19.617	19.943	20.269
5310	0	HORTICULTURAL TECH														
			32213	32812	33415	34170	34848	35526	36198	36876	37561	38235	38911	39584	40265	40939
			15.487	15.775	16.065	16.428	16.754	17.080	17.403	17.729	18.058	18.382	18.707	19.031	19.358	19.682
5311	0	LEAD HORTICULTURAL TECH														
			35185	35861	36537	37209	37891	38565	39243	39926	40602	41278	41954	42628	43306	43984
			16.916	17.241	17.566	17.889	18.217	18.541	18.867	19.195	19.520	19.845	20.170	20.494	20.820	21.146
5314		LEAD FORESTRY TECHNICIAN														
			36943	37656	38364	39077	39786	40496	41205	41920	42634	43335	44048	44764	45469	46180
			17.761	18.104	18.444	18.787	19.128	19.469	19.810	20.154	20.497	20.834	21.177	21.521	21.860	22.202
5316	0	LEAD GOLF TECHNICIAN														
			36943	37656	38364	39077	39786	40496	41205	41920	42634	43335	44048	44764	45469	46180
			17.761	18.104	18.444	18.787	19.128	19.469	19.810	20.154	20.497	20.834	21.177	21.521	21.860	22.202
5317	0	LEAD PARK TECHNICIAN														
			36943	37656	38364	39077	39786	40496	41205	41920	42634	43335	44048	44764	45469	46180
			17.761	18.104	18.444	18.787	19.128	19.469	19.810	20.154	20.497	20.834	21.177	21.521	21.860	22.202
5322		ZOOLOGICAL TECHNICIAN														
			31622	32209	32795	33394	34068	34742	35424	36096	36772	37448	38128	38804	39480	40156
			15.203	15.485	15.767	16.055	16.379	16.703	17.031	17.354	17.679	18.004	18.331	18.656	18.981	19.306
5722		PLANT OPERATOR														
			33455	34083	34711	35354	36032	36710	37388	38062	38736	39414	40092	40770	41448	42122
			16.084	16.386	16.688	16.997	17.323	17.649	17.975	18.299	18.623	18.949	19.275	19.601	19.927	20.251
5724		LEAD PLANT OPERATOR														
			35803	36504	37190	37885	38559	39239	39917	40595	41271	41947	42619	43301	43977	44656
			17.213	17.550	17.880	18.214	18.538	18.865	19.191	19.517	19.842	20.167	20.490	20.818	21.143	21.469

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1411	0	STOCK CLERK	26932 12.948	27394 13.170	27849 13.389	28321 13.616	29016 13.950	29707 14.282	30399 14.615	31084 14.944	31776 15.277	32467 15.609	33157 15.941	33848 16.273	34543 16.607	35233 16.939
1413		SR STOCK CLERK	29761 14.308	30297 14.566	30836 14.825	31375 15.084	32065 15.416	32758 15.749	33446 16.080	34137 16.412	34832 16.746	35518 17.076	36209 17.408	36899 17.740	37586 18.070	38276 18.402
5111		MAINT MECHANIC	34181 16.433	34825 16.743	35491 17.063	36128 17.369	36814 17.699	37504 18.031	38193 18.362	38886 18.695	39576 19.027	40265 19.358	40955 19.690	41646 20.022	42336 20.354	43029 20.687
5116		MAINT SPECIALIST	33290 16.005	33908 16.302	34534 16.603	35167 16.907	35857 17.239	36554 17.574	37240 17.904	37931 18.236	38617 18.566	39314 18.901	39996 19.229	40687 19.561	41382 19.895	42072 20.227
5117		SR MAINT SPEC-GENERAL	35316 16.979	35990 17.303	36654 17.622	37340 17.952	38035 18.286	38723 18.617	39418 18.951	40104 19.281	40793 19.612	41492 19.948	42178 20.278	42867 20.609	43553 20.939	44246 21.272
5118		LEAD MAINT SPECIALIST	37681 18.116	38409 18.466	39131 18.813	39859 19.163	40583 19.511	41305 19.858	42028 20.206	42759 20.557	43487 20.907	44202 21.251	44930 21.601	45658 21.951	46378 22.297	47104 22.646
5121		ELECTRONICS TECHNICIAN	37153 17.862	37875 18.209	38596 18.556	39327 18.907	40013 19.237	40710 19.572	41402 19.905	42089 20.235	42777 20.566	43466 20.897	44158 21.230	44849 21.562	45544 21.896	46234 22.228
5122		SIGNAL TECHNICIAN	31918 15.345	32498 15.624	33089 15.908	33686 16.195	34376 16.527	35069 16.860	35757 17.191	36446 17.522	37138 17.855	37829 18.187	38522 18.520	39210 18.851	39896 19.181	40589 19.514
5124		SR SIGNAL TECHNICIAN	34320 16.500	34967 16.811	35618 17.124	36273 17.439	36968 17.773	37663 18.107	38349 18.437	39040 18.769	39730 19.101	40421 19.433	41111 19.765	41800 20.096	42494 20.430	43185 20.762
5127		SIGNS & MARKINGS TECHNICIAN	30663 14.742	31223 15.011	31778 15.278	32346 15.551	33032 15.881	33729 16.216	34416 16.546	35110 16.880	35803 17.213	36489 17.543	37182 17.876	37871 18.207	38565 18.541	39252 18.871
5128		SR SIGNS & MARKINGS TECHNICIAN	31918 15.345	32498 15.624	33089 15.908	33686 16.195	34376 16.527	35069 16.860	35757 17.191	36446 17.522	37138 17.855	37829 18.187	38522 18.520	39210 18.851	39896 19.181	40589 19.514
5131		LABORER	28981 13.933	29505 14.185	30019 14.432	30534 14.680	31227 15.013	31920 15.346	32606 15.676	33305 16.012	33991 16.342	34682 16.674	35370 17.005	36061 17.337	36754 17.670	37444 18.002

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
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5136	0	SR MAINT SPEC-PLUMBER	35316 16.979	35990 17.303	36654 17.622	37340 17.952	38035 18.286	38723 18.617	39418 18.951	40104 19.281	40793 19.612	41492 19.948	42178 20.278	42867 20.609	43553 20.939	44246 21.272
5137	0	SR MAINT SPEC-PAINTER	35316 16.979	35990 17.303	36654 17.622	37340 17.952	38035 18.286	38723 18.617	39418 18.951	40104 19.281	40793 19.612	41492 19.948	42178 20.278	42867 20.609	43553 20.939	44246 21.272
5138	0	SR MAINT SPEC-ELECTRICIAN	35316 16.979	35990 17.303	36654 17.622	37340 17.952	38035 18.286	38723 18.617	39418 18.951	40104 19.281	40793 19.612	41492 19.948	42178 20.278	42867 20.609	43553 20.939	44246 21.272
5139	0	SR MAINT SPEC-CARPENTER	35316 16.979	35990 17.303	36654 17.622	37340 17.952	38035 18.286	38723 18.617	39418 18.951	40104 19.281	40793 19.612	41492 19.948	42178 20.278	42867 20.609	43553 20.939	44246 21.272
5142		CUSTODIAN	28981 13.933	29505 14.185	30019 14.432	30534 14.680	31227 15.013	31920 15.346	32606 15.676	33305 16.012	33991 16.342	34682 16.674	35370 17.005	36061 17.337	36754 17.670	37444 18.002
5212		EQUIP OPERATOR	31918 15.345	32498 15.624	33089 15.908	33686 16.195	34376 16.527	35069 16.860	35757 17.191	36446 17.522	37138 17.855	37829 18.187	38522 18.520	39210 18.851	39896 19.181	40589 19.514
5214		HEAVY EQUIPMENT OPERATOR	35316 16.979	35990 17.303	36654 17.622	37340 17.952	38035 18.286	38723 18.617	39418 18.951	40104 19.281	40793 19.612	41492 19.948	42178 20.278	42867 20.609	43553 20.939	44246 21.272
5216	0	COMPOST EQUIP OPERATOR	31918 15.345	32498 15.624	33089 15.908	33686 16.195	34376 16.527	35069 16.860	35757 17.191	36446 17.522	37138 17.855	37829 18.187	38522 18.520	39210 18.851	39896 19.181	40589 19.514
5221		EQUIP SERV WORKER	30605 14.714	31156 14.979	31716 15.248	32280 15.519	32972 15.852	33656 16.181	34349 16.514	35040 16.846	35734 17.180	36421 17.510	37111 17.842	37800 18.173	38492 18.506	39185 18.839
5224		VEHICLE REFINISHER	36182 17.395	36889 17.735	37579 18.067	38276 18.402	38971 18.736	39664 19.069	40350 19.399	41043 19.732	41735 20.065	42422 20.395	43118 20.730	43803 21.059	44497 21.393	45188 21.725
5226		MECHANIC	36227 17.417	36914 17.747	37615 18.084	38324 18.425	39012 18.756	39701 19.087	40394 19.420	41082 19.751	41771 20.082	42461 20.414	43152 20.746	43840 21.077	44535 21.411	45225 21.743
5227		SR MECHANIC	37846 18.195	38584 18.550	39322 18.905	40067 19.263	40753 19.593	41442 19.924	42132 20.256	42825 20.589	43518 20.922	44206 21.253	44899 21.586	45589 21.918	46278 22.249	46973 22.583

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CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
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5241		SEWER MAINT WORKER														
		30663	31223	31778	32346	33032	33729	34416	35110	35803	36489	37182	37871	38565	39252	
		14.742	15.011	15.278	15.551	15.881	16.216	16.546	16.880	17.213	17.543	17.876	18.207	18.541	18.871	
5242		SEWER HEAVY MAINT WORKER														
		31918	32498	33089	33686	34376	35069	35757	36446	37138	37829	38522	39210	39896	40589	
		15.345	15.624	15.908	16.195	16.527	16.860	17.191	17.522	17.855	18.187	18.520	18.851	19.181	19.514	
5243		SEWER TV TECHNICIAN														
		36379	37036	37729	38355	39046	39740	40431	41117	41808	42503	43191	43884	44572	45257	
		17.490	17.806	18.139	18.440	18.772	19.106	19.438	19.768	20.100	20.434	20.765	21.098	21.429	21.758	
5244		SEWER EQUIP OPERATOR														
		31918	32498	33089	33686	34376	35069	35757	36446	37138	37829	38522	39210	39896	40589	
		15.345	15.624	15.908	16.195	16.527	16.860	17.191	17.522	17.855	18.187	18.520	18.851	19.181	19.514	
5245		SEWER HEAVY EQUIP OPERATOR														
		35316	35990	36654	37340	38035	38723	39418	40104	40793	41492	42178	42867	43553	44246	
		16.979	17.303	17.622	17.952	18.286	18.617	18.951	19.281	19.612	19.948	20.278	20.609	20.939	21.272	
5251		BARRICADE TECHNICIAN														
		31918	32498	33089	33686	34376	35069	35757	36446	37138	37829	38522	39210	39896	40589	
		15.345	15.624	15.908	16.195	16.527	16.860	17.191	17.522	17.855	18.187	18.520	18.851	19.181	19.514	
5252		STREET MAINT WORKER														
		30663	31223	31778	32346	33032	33729	34416	35110	35803	36489	37182	37871	38565	39252	
		14.742	15.011	15.278	15.551	15.881	16.216	16.546	16.880	17.213	17.543	17.876	18.207	18.541	18.871	
5253		STREET EQUIP OPERATOR														
		31918	32498	33089	33686	34376	35069	35757	36446	37138	37829	38522	39210	39896	40589	
		15.345	15.624	15.908	16.195	16.527	16.860	17.191	17.522	17.855	18.187	18.520	18.851	19.181	19.514	
5254		STREET HEAVY EQUIP OPERATOR														
		35316	35990	36654	37340	38035	38723	39418	40104	40793	41492	42178	42867	43553	44246	
		16.979	17.303	17.622	17.952	18.286	18.617	18.951	19.281	19.612	19.948	20.278	20.609	20.939	21.272	
5255		ASPHALT PLANT OPERATOR														
		35316	35990	36654	37340	38035	38723	39418	40104	40793	41492	42178	42867	43553	44246	
		16.979	17.303	17.622	17.952	18.286	18.617	18.951	19.281	19.612	19.948	20.278	20.609	20.939	21.272	
5256		LEAD STREET MAINT WORKER														
		35316	35990	36654	37340	38035	38723	39418	40104	40793	41492	42178	42867	43553	44246	
		16.979	17.303	17.622	17.952	18.286	18.617	18.951	19.281	19.612	19.948	20.278	20.609	20.939	21.272	
5260		STREET HEAVY MAINT WORKER														
		31918	32498	33089	33686	34376	35069	35757	36446	37138	37829	38522	39210	39896	40589	
		15.345	15.624	15.908	16.195	16.527	16.860	17.191	17.522	17.855	18.187	18.520	18.851	19.181	19.514	

* BASED ON 2080 HOURS ANNUALLY

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE July 01, 2008

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5265		PACKER DRIVER/LOADER														
			33334	33954	34568	35192	35888	36577	37267	37954	38648	39337	40028	40724	41413	42103
			16.026	16.324	16.619	16.919	17.254	17.585	17.917	18.247	18.581	18.912	19.244	19.579	19.910	20.242
5301		PARK TECHNICIAN														
			32255	32854	33451	34062	34751	35437	36134	36818	37509	38197	38892	39580	40271	40959
			15.507	15.795	16.082	16.376	16.707	17.037	17.372	17.701	18.033	18.364	18.698	19.029	19.361	19.692
5302		FORESTRY TECHNICIAN														
			34154	34796	35443	36096	36789	37475	38170	38856	39551	40240	40930	41619	42311	43002
			16.420	16.729	17.040	17.354	17.687	18.017	18.351	18.681	19.015	19.346	19.678	20.009	20.342	20.674
5310	0	HORTICULTURAL TECH														
			32858	33469	34083	34855	35545	36238	36922	37615	38312	39000	39688	40377	41070	41758
			15.797	16.091	16.386	16.757	17.089	17.422	17.751	18.084	18.419	18.750	19.081	19.412	19.745	20.076
5311	0	LEAD HORTICULTURAL TECH														
			35888	36579	37267	37954	38648	39337	40028	40724	41413	42103	42792	43480	44171	44864
			17.254	17.586	17.917	18.247	18.581	18.912	19.244	19.579	19.910	20.242	20.573	20.904	21.236	21.569
5314		LEAD FORESTRY TECHNICIAN														
			37681	38409	39131	39859	40583	41305	42028	42759	43487	44202	44930	45658	46378	47104
			18.116	18.466	18.813	19.163	19.511	19.858	20.206	20.557	20.907	21.251	21.601	21.951	22.297	22.646
5316	0	LEAD GOLF TECHNICIAN														
			37681	38409	39131	39859	40583	41305	42028	42759	43487	44202	44930	45658	46378	47104
			18.116	18.466	18.813	19.163	19.511	19.858	20.206	20.557	20.907	21.251	21.601	21.951	22.297	22.646
5317	0	LEAD PARK TECHNICIAN														
			37681	38409	39131	39859	40583	41305	42028	42759	43487	44202	44930	45658	46378	47104
			18.116	18.466	18.813	19.163	19.511	19.858	20.206	20.557	20.907	21.251	21.601	21.951	22.297	22.646
5322		ZOOLOGICAL TECHNICIAN														
			32255	32854	33451	34062	34751	35437	36134	36818	37509	38197	38892	39580	40271	40959
			15.507	15.795	16.082	16.376	16.707	17.037	17.372	17.701	18.033	18.364	18.698	19.029	19.361	19.692
5722		PLANT OPERATOR														
			34124	34765	35406	36061	36754	37444	38137	38823	39512	40202	40895	41585	42278	42964
			16.406	16.714	17.022	17.337	17.670	18.002	18.335	18.665	18.996	19.328	19.661	19.993	20.326	20.656
5724		LEAD PLANT OPERATOR														
			36519	37234	37935	38642	39331	40023	40716	41407	42097	42786	43472	44167	44857	45548
			17.557	17.901	18.238	18.578	18.909	19.242	19.575	19.907	20.239	20.570	20.900	21.234	21.566	21.898

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2009

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
1411	0	STOCK CLERK	27202 13.078	27668 13.302	28128 13.523	28604 13.752	29307 14.090	30004 14.425	30703 14.761	31393 15.093	32094 15.430	32791 15.765	33488 16.100	34187 16.436	34888 16.773	35585 17.108
1413		SR STOCK CLERK	30058 14.451	30601 14.712	31144 14.973	31689 15.235	32386 15.570	33087 15.907	33781 16.241	34478 16.576	35181 16.914	35874 17.247	36571 17.582	37267 17.917	37962 18.251	38659 18.586
5111		MAINT MECHANIC	34522 16.597	35173 16.910	35847 17.234	36489 17.543	37182 17.876	37879 18.211	38576 18.546	39275 18.882	39971 19.217	40668 19.552	41365 19.887	42062 20.222	42761 20.558	43460 20.894
5116		MAINT SPECIALIST	33623 16.165	34247 16.465	34880 16.769	35518 17.076	36215 17.411	36920 17.750	37613 18.083	38309 18.418	39004 18.752	39707 19.090	40396 19.421	41095 19.757	41796 20.094	42492 20.429
5117		SR MAINT SPEC-GENERAL	35670 17.149	36350 17.476	37020 17.798	37715 18.132	38416 18.469	39110 18.803	39813 19.141	40506 19.474	41201 19.808	41908 20.148	42600 20.481	43295 20.815	43988 21.148	44689 21.485
5118		LEAD MAINT SPECIALIST	38058 18.297	38794 18.651	39522 19.001	40258 19.355	40988 19.706	41719 20.057	42449 20.408	43187 20.763	43921 21.116	44645 21.464	45379 21.817	46116 22.171	46842 22.520	47576 22.873
5121		ELECTRONICS TECHNICIAN	37525 18.041	38253 18.391	38983 18.742	39720 19.096	40412 19.429	41117 19.768	41816 20.104	42509 20.437	43206 20.772	43900 21.106	44599 21.442	45298 21.778	45999 22.115	46696 22.450
5122		SIGNAL TECHNICIAN	32238 15.499	32822 15.780	33419 16.067	34023 16.357	34719 16.692	35420 17.029	36115 17.363	36810 17.697	37511 18.034	38208 18.369	38906 18.705	39603 19.040	40296 19.373	40995 19.709
5124		SR SIGNAL TECHNICIAN	34663 16.665	35316 16.979	35974 17.295	36635 17.613	37338 17.951	38039 18.288	38732 18.621	39431 18.957	40127 19.292	40824 19.627	41523 19.963	42218 20.297	42919 20.634	43618 20.970
5127		SIGNS & MARKINGS TECHNICIAN	30969 14.889	31535 15.161	32096 15.431	32671 15.707	33363 16.040	34066 16.378	34761 16.712	35462 17.049	36161 17.385	36853 17.718	37554 18.055	38249 18.389	38950 18.726	39645 19.060
5128		SR SIGNS & MARKINGS TECHNICIAN	32238 15.499	32822 15.780	33419 16.067	34023 16.357	34719 16.692	35420 17.029	36115 17.363	36810 17.697	37511 18.034	38208 18.369	38906 18.705	39603 19.040	40296 19.373	40995 19.709
5131		LABORER	29270 14.072	29800 14.327	30318 14.576	30840 14.827	31539 15.163	32240 15.500	32933 15.833	33638 16.172	34330 16.505	35029 16.841	35724 17.175	36421 17.510	37122 17.847	37819 18.182

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2009

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5136	0	SR MAINT SPEC-PLUMBER														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5137	0	SR MAINT SPEC-PAINTER														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5138	0	SR MAINT SPEC-ELECTRICIAN														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5139	0	SR MAINT SPEC-CARPENTER														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5142		CUSTODIAN														
		29270	29800	30318	30840	31539	32240	32933	33638	34330	35029	35724	36421	37122	37819	
		14.072	14.327	14.576	14.827	15.163	15.500	15.833	16.172	16.505	16.841	17.175	17.510	17.847	18.182	
5212		EQUIP OPERATOR														
		32238	32822	33419	34023	34719	35420	36115	36810	37511	38208	38906	39603	40296	40995	
		15.499	15.780	16.067	16.357	16.692	17.029	17.363	17.697	18.034	18.369	18.705	19.040	19.373	19.709	
5214		HEAVY EQUIPMENT OPERATOR														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5216	0	COMPOST EQUIP OPERATOR														
		32238	32822	33419	34023	34719	35420	36115	36810	37511	38208	38906	39603	40296	40995	
		15.499	15.780	16.067	16.357	16.692	17.029	17.363	17.697	18.034	18.369	18.705	19.040	19.373	19.709	
5221		EQUIP SERV WORKER														
		30911	31468	32034	32602	33303	33993	34692	35391	36092	36785	37482	38178	38877	39576	
		14.861	15.129	15.401	15.674	16.011	16.343	16.679	17.015	17.352	17.685	18.020	18.355	18.691	19.027	
5224		VEHICLE REFINISHER														
		36544	37257	37956	38659	39360	40061	40753	41452	42153	42846	43549	44242	44943	45639	
		17.569	17.912	18.248	18.586	18.923	19.260	19.593	19.929	20.266	20.599	20.937	21.270	21.607	21.942	
5226		MECHANIC														
		36589	37284	37991	38707	39404	40098	40797	41494	42189	42885	43584	44279	44980	45677	
		17.591	17.925	18.265	18.609	18.944	19.278	19.614	19.949	20.283	20.618	20.954	21.288	21.625	21.960	
5227		SR MECHANIC														
		38224	38971	39716	40468	41161	41856	42555	43254	43952	44649	45348	46045	46742	47443	
		18.377	18.736	19.094	19.456	19.789	20.123	20.459	20.795	21.131	21.466	21.802	22.137	22.472	22.809	

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SALARY SCHEDULE III
BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
CHAUFFEURS, TEAMSTERS AND HELPERS LOCAL UNION NO. 238
EFFECTIVE January 01, 2009

CODE	GR	TITLE	ENTRY STEP #1	5 MTH STEP #2	1 YEARS STEP #3	2 YEARS STEP #4	3 YEARS STEP #5	4 YEARS STEP #6	5 YEARS STEP #7	7 YEARS STEP #8	10 YEARS STEP #9	12 YEARS STEP #10	15 YEARS STEP #11	18 YEARS STEP #12	20 YEARS STEP #13	25 YEARS STEP #14
5241		SEWER MAINT WORKER														
		30969	31535	32096	32671	33363	34066	34761	35462	36161	36853	37554	38249	38950	39645	
		14.889	15.161	15.431	15.707	16.040	16.378	16.712	17.049	17.385	17.718	18.055	18.389	18.726	19.060	
5242		SEWER HEAVY MAINT WORKER														
		32238	32822	33419	34023	34719	35420	36115	36810	37511	38208	38906	39603	40296	40995	
		15.499	15.780	16.067	16.357	16.692	17.029	17.363	17.697	18.034	18.369	18.705	19.040	19.373	19.709	
5243		SEWER TV TECHNICIAN														
		36743	37407	38106	38738	39437	40138	40835	41529	42226	42927	43624	44323	45017	45710	
		17.665	17.984	18.320	18.624	18.960	19.297	19.632	19.966	20.301	20.638	20.973	21.309	21.643	21.976	
5244		SEWER EQUIP OPERATOR														
		32238	32822	33419	34023	34719	35420	36115	36810	37511	38208	38906	39603	40296	40995	
		15.499	15.780	16.067	16.357	16.692	17.029	17.363	17.697	18.034	18.369	18.705	19.040	19.373	19.709	
5245		SEWER HEAVY EQUIP OPERATOR														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5251		BARRICADE TECHNICIAN														
		32238	32822	33419	34023	34719	35420	36115	36810	37511	38208	38906	39603	40296	40995	
		15.499	15.780	16.067	16.357	16.692	17.029	17.363	17.697	18.034	18.369	18.705	19.040	19.373	19.709	
5252		STREET MAINT WORKER														
		30969	31535	32096	32671	33363	34066	34761	35462	36161	36853	37554	38249	38950	39645	
		14.889	15.161	15.431	15.707	16.040	16.378	16.712	17.049	17.385	17.718	18.055	18.389	18.726	19.060	
5253		STREET EQUIP OPERATOR														
		32238	32822	33419	34023	34719	35420	36115	36810	37511	38208	38906	39603	40296	40995	
		15.499	15.780	16.067	16.357	16.692	17.029	17.363	17.697	18.034	18.369	18.705	19.040	19.373	19.709	
5254		STREET HEAVY EQUIP OPERATOR														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5255		ASPHALT PLANT OPERATOR														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5256		LEAD STREET MAINT WORKER														
		35670	36350	37020	37715	38416	39110	39813	40506	41201	41908	42600	43295	43988	44689	
		17.149	17.476	17.798	18.132	18.469	18.803	19.141	19.474	19.808	20.148	20.481	20.815	21.148	21.485	
5260		STREET HEAVY MAINT WORKER														
		32238	32822	33419	34023	34719	35420	36115	36810	37511	38208	38906	39603	40296	40995	
		15.499	15.780	16.067	16.357	16.692	17.029	17.363	17.697	18.034	18.369	18.705	19.040	19.373	19.709	

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BLUE COLLAR BARGAINING UNIT PERSONNEL REPRESENTED BY
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5265		PACKER DRIVER/LOADER	33667	34293	34913	35543	36248	36943	37640	38334	39035	39730	40427	41132	41827	42524
			16.186	16.487	16.785	17.088	17.427	17.761	18.096	18.430	18.767	19.101	19.436	19.775	20.109	20.444
5301		PARK TECHNICIAN	32577	33182	33785	34403	35098	35791	36496	37186	37883	38580	39281	39976	40674	41369
			15.662	15.953	16.243	16.540	16.874	17.207	17.546	17.878	18.213	18.548	18.885	19.219	19.555	19.889
5302		FORESTRY TECHNICIAN	34495	35144	35797	36458	37157	37850	38553	39245	39946	40643	41340	42035	42734	43432
			16.584	16.896	17.210	17.528	17.864	18.197	18.535	18.868	19.205	19.540	19.875	20.209	20.545	20.881
5310	0	HORTICULTURAL TECH	33186	33804	34424	35204	35901	36600	37292	37991	38694	39391	40086	40780	41481	42176
			15.955	16.252	16.550	16.925	17.260	17.596	17.929	18.265	18.603	18.938	19.272	19.606	19.943	20.277
5311	0	LEAD HORTICULTURAL TECH	36248	36945	37640	38334	39035	39730	40427	41132	41827	42524	43220	43915	44612	45313
			17.427	17.762	18.096	18.430	18.767	19.101	19.436	19.775	20.109	20.444	20.779	21.113	21.448	21.785
5314		LEAD FORESTRY TECHNICIAN	38058	38794	39522	40258	40988	41719	42449	43187	43921	44645	45379	46116	46842	47576
			18.297	18.651	19.001	19.355	19.706	20.057	20.408	20.763	21.116	21.464	21.817	22.171	22.520	22.873
5316	0	LEAD GOLF TECHNICIAN	38058	38794	39522	40258	40988	41719	42449	43187	43921	44645	45379	46116	46842	47576
			18.297	18.651	19.001	19.355	19.706	20.057	20.408	20.763	21.116	21.464	21.817	22.171	22.520	22.873
5317	0	LEAD PARK TECHNICIAN	38058	38794	39522	40258	40988	41719	42449	43187	43921	44645	45379	46116	46842	47576
			18.297	18.651	19.001	19.355	19.706	20.057	20.408	20.763	21.116	21.464	21.817	22.171	22.520	22.873
5322		ZOOLOGICAL TECHNICIAN	32577	33182	33785	34403	35098	35791	36496	37186	37883	38580	39281	39976	40674	41369
			15.662	15.953	16.243	16.540	16.874	17.207	17.546	17.878	18.213	18.548	18.885	19.219	19.555	19.889
5722		PLANT OPERATOR	34466	35112	35759	36421	37122	37819	38517	39212	39907	40604	41305	42001	42700	43395
			16.570	16.881	17.192	17.510	17.847	18.182	18.518	18.852	19.186	19.521	19.858	20.193	20.529	20.863
5724		LEAD PLANT OPERATOR	36885	37606	38314	39029	39724	40423	41124	41820	42517	43214	43907	44608	45307	46003
			17.733	18.080	18.420	18.764	19.098	19.434	19.771	20.106	20.441	20.776	21.109	21.446	21.782	22.117

* BASED ON 2080 HOURS ANNUALLY

* FISCAL YEAR 2009

APPENDIX "B"

Each permanent full-time employee required by the City to wear safety shoes or metatarsal foot protectors will be reimbursed a maximum of \$120.00 during a rolling 24 month period upon proper proof of purchase of safety shoes.

All employees who are provided with uniforms, work clothing or personal protective equipment are required to wear them and report to work with them being clean and neat in appearance.

In addition the following departments/divisions will provide clothing and safety equipment as follows:

Leisure Facilities and Services

Employees in all classifications are provided with safety gear (not including shoes) at no cost to the employee in conducting duties and responsibilities on the job that require such personal protective safety equipment. (i.e. protective throw-away aprons for employees handling acids, gloves, glasses and/or goggles, etc.)

Public Works Department

Solid Waste/Fleet Maintenance/Sewer Maintenance/Street Maintenance and Facilities Maintenance Divisions

Hard hats, rain gear, and gloves will be provided. The hard hats and rain gear are the property of the City of Davenport, and upon termination from employment employees are required to return the issued rain gear and hard hats.

The oil operator will be issued protective clothing and this clothing must be returned upon termination from employment.

The City will replace gloves on an as needed basis to Solid Waste workers.

There is at present no clothing allowance provided to any employee. However, provisions are made for employees to purchase one (1) pants and two (2) shirts only. Employee may purchase both a short and a long sleeve shirt. \$125.00 is allocated per employee for the purchase of a new uniform, but is only done so on an as-needed basis. Classifications that are eligible are:

- Custodian
- Maintenance Specialist
- Senior Maintenance Specialist
- Senior Mechanic
- Mechanic
- Welder
- Equipment Service Worker
- Vehicle Refinisher

The 15 employees working on the asphalt and oil crew July 1st

Asphalt & Oil Crew in Street Division and Sewer Division

The 15 employees working on the asphalt and oil crew July 1 and employees in the Sewer Division will receive up to \$100.00 annual reimbursement for work related clothing.

Water Pollution Control Plant

Employees are provided uniforms consisting of pants and shirts or coveralls. (Employees furnish own shoes or boots).

Also, Water Pollution Control Plant provides employees engaged in hazardous duty all safety equipment.

Museum of Art

Employees in the classification of Guard Custodian shall receive one (1) maintenance uniform and one (1) guard uniform, including tie. Replacement of uniforms shall be on an as needed basis as determined by the Superintendent of Building. Shoes are not included.

APPENDIX "C"
Water Pollution Control Plant
Out of Class Overtime Distribution

Overtime offered and worked out of classification shall be totaled separately from overtime offered and worked in classification.

Before the beginning of the fiscal year, the Division shall post an invitation for signatures to compile that year's list of operators willing to work overtime in the Lead Plant Operator position. If otherwise deemed qualified by the Division (i.e., if the operator possesses an Iowa Department of Natural Resources Wastewater Treatment Plant Operator's certificate, Grade II or higher and is not a probationary employee), the operator who has signed on will be offered and charged Lead Plant Operator overtime as it becomes available. These available hours will be offered and charged according to the same rules and guidelines as apply to overtime in classification.

If, during the fiscal year, an operator achieves the qualifications required by the Division to be eligible to work temporarily in the Lead Plant Operator classification, that operator shall be promptly offered the opportunity to sign on to the current out of classification list. If the opportunity is accepted, that operator will be charged the same number of hours offered as the operator on the list with the fewest hours charged.

When the Division is unable to cover such overtime from the list of operators willing to work out of classification, the foregoing shall not prohibit the Division from covering that overtime with any operator on an emergency basis.

APPENDIX "D"
SOLID WASTE DIVISION

Both the City and the Union understand the importance of offering the highest level of service available to the Community, efficiently and economically. For that reason the following procedures are agreed upon by both parties:

- Solid Waste Division employees will remain on the job until 2:00 PM except on holidays recognized by this contract or on the Saturday following recognized holidays when they are scheduled to work. On these holidays Solid Waste Division employees may leave work when all regularly assigned routes of their specifically assigned service are completed. If there is some evidence that either crews or individual employees are not performing up to the standard required by the City, then the City shall be able to suspend the above incentive time to encourage work to be properly completed. When employees are to be assigned "special pick-ups" outside their normally assigned duties, they will be given at least one week (five working days) notice of such change in schedule. All hours worked in excess of eight (8) hours per day will be compensated at one and one-half (1 1/2) times their regular rate of pay.
- Management will meet regularly with the employees of the Solid Waste Division to notify them of planned changes in service, ordinances, and other issues that pertain to the *changing environment of refuse, yard waste, and recycling*. Relevant ordinances will be given to all sanitation employees. Those ordinances will be enforced.
- Routes and schedules will be established by management. Twice each year (on or about August 1 and February 1) employees will be allowed to bid by division seniority either the regular refuse, yard waste services, recycling, reserve routes or solo packer/driver/loader.

If an employee on holiday incentive is involved in snow removal after 1:30 PM, overtime pay will begin.

APPENDIX "E"

City of Davenport
226 West Fourth Street
Davenport, Iowa 52801

APPENDIX "E"
SIDE LETTER

City Administration
319-326-7763

January 29, 1990

Chauffeurs, Teamsters & Helpers
Local #238



During negotiations, some discussions were held regarding the tests and testing procedures used for promotional positions in the Teamsters bargaining unit. In response to your concerns, the City agrees to review these procedures in conjunction with the Civil Service Commission and implement any changes that the Commission deems necessary.

Sincerely,

Diana F. Bruemmer
Asst. City Administrator

APPENDIX "F"

Summary of Insurance Benefit \$1,000,000 Major Medical Coverage

Deductible Amount

Active Employees (calendar year)

Effective July 1, 2006 through December 31, 2006

Individual Deductible **\$ 150**

Family Deductible **\$ 300**

Common Accident **\$ 150**

Effective January 1, 2007

Individual Deductible **\$ 250**

Family Deductible **\$ 500**

Common Accident **\$ 250**

The Plan's calendar year deductible is waived for certain basic medical services provided.

Preferred Provider Organization (PPO)

Genesis Health Plan, Trinity Physician Hospital Organization, Beech Street Corporation or equivalent.

Benefit Percentage

Active Employees (calendar year)

After eligible expenses reach the applicable deductible amount specified above, this Plan pays **90% in network or 70% out of network** of eligible major medical expenses until the out-of-pocket maximum is met, and 100% thereafter, to the maximum benefit while covered under the Plan.

Out-of-Pocket Maximum (calendar year; includes deductible)

Effective July 1, 2006 through December 31, 2007

Individual **\$ 500**

Family **\$ 1,000**

Effective January 1, 2008

Individual **\$1,000**

Family **\$2,000**

Maximum Benefit While Covered Under This Plan

\$1,000,000 of eligible expenses per covered person (\$50,000 for Alcoholism/Substance Abuse combined-some limitations apply)

Mental/Nervous Disorders/Alcoholism/Substance Abuse

Inpatient – Eligible expenses, limited to 30-day calendar year maximum

Outpatient – Eligible expenses for Alcoholism/Substance Abuse limited to \$4,000 calendar year maximum

Pre-Admission Certification Program

This Plan is subject to a pre-admission certification program.

Benefit Period

Calendar year

Access Fee (effective 01/01/07)

Effective January 1, 2007 through December 31, 2008, this plan has a \$5 office access fee.

Effective January 1, 2009, there will be a \$10 office access fee.

Benefit Period

Calendar year

Highlights of Eligible Expenses

Employer will provide employees with updated summary plan description.

APPENDIX "F" – Cont.

HIGHLIGHTS OF ELIGIBLE EXPENSES

Payment of benefits under this Plan is restricted to reasonable and customary charges for items designated in this Plan as an "eligible expense," provided the eligible expense is medically necessary, incurred for the treatment of illness or accidental bodily injury, and is not excluded by the terms of this Plan. The following is a brief summary highlighting eligible expenses. See the Plan Document for general definitions, a comprehensive description of eligible expenses, a comprehensive description of general limitations, and general provisions that may affect eligible expenses. Copies of the Plan Document are available upon request to the Plan Administrator.

	NETWORK PROVIDERS	NON-NETWORK PROVIDERS
MAXIMUM LIFETIME BENEFIT AMOUNT	\$1,000,000 This includes a \$50,000 special maximum benefit while covered under this plan for all eligible expenses for treatment of Alcoholism and Substance Abuse.	
Note: The maximums listed below are the total for Network and Non-Network expenses. For example, if a maximum of 60 days is listed twice under a service, the Calendar Year maximum is 60 days total which may be split between Network and Non-Network providers.		
Hospital Services		
Room and Board	90%, deductible waived the average semi-private rate.	70%, deductible waived the average semi-private rate.
Intensive Care Unit	90%, deductible waived	70%, deductible waived
Emergency Room	90%, deductible waived	70%, deductible waived
Surgery	90%, deductible waived	70%, deductible waived
Anesthesia	90%, deductible waived	70%, deductible waived
Pre Admission Testing	90%, deductible waived	70%, deductible waived
Second Surgical Opinion	90%, deductible waived	70%, deductible waived
Skilled Nursing Facility	90%, deductible waived the facility's semiprivate room rate and miscellaneous services	70% deductible waived the facility's semiprivate room rate and miscellaneous services
Physician Services		
Inpatient hospital visits	90%, deductible waived One visit per specialty per day.	70%, deductible waived One visit per specialty per day.
Consultations	90%, deductible waived	70%, deductible waived
Office visits	90%, after deductible	70%, after deductible
Surgery	90%, deductible waived	70%, deductible waived
Outpatient Diagnostic X-Ray & Lab	90%, deductible waived	70%, deductible waived
Home Health Care	90%, deductible waived 60 visits Calendar Year maximum	70%, deductible waived 60 visits Calendar Year maximum
Hospice Care	90%, deductible waived	70%, deductible waived
Emergency Transportation	90%, deductible waived	70%, deductible waived

(Ambulance)		
Occupational Therapy	90%, after deductible	70%, after deductible
Speech Therapy	90%, after deductible	70%, after deductible
Physical Therapy	90%, after deductible	70%, after deductible
Medical Supplies	90%, after deductible	70%, after deductible
Education of Chronic Diagnosed Medical Conditions	90% after deductible \$500 maximum per diagnosed condition. One education program per condition per lifetime.	70% after deductible \$500 maximum per diagnosed condition. One education program per condition per lifetime.
Chiropractor	90%, after deductible \$1,000 Calendar Year maximum	70%, after deductible \$1,000 Calendar Year maximum
Charges in excess of the \$1,000 maximum will be reviewed for medical necessity on an individual basis, prior to payment of additional benefits.		
MENTAL/NERVOUS DISORDER/DRUG ADDICTION/ALCOHOLISM		
Inpatient	90%, deductible waived 30 days Calendar Year maximum	70%, deductible waived 30 days Calendar Year maximum
Outpatient	90%, after deductible	70%, after deductible
All outpatient eligible expenses for substance abuse/alcoholism are subject to \$4,000 Calendar Year maximum. All eligible expenses for substance abuse/alcoholism are subject to \$50,000 Lifetime maximum.		
ROUTINE PHYSICAL EXAMINATIONS		
Routine Physical Examinations (employees only, and the dependent spouse of the employee, if also an employee)	100%, deductible waived \$250 in any 24 months period. Charges in excess of the maximum benefit: 90%, after deductible	100%, deductible waived \$250 in any 24 months period. Charges in excess of the maximum benefit: 70%, after deductible
Eligible expenses include, but are not limited to routine physical examinations, related X-rays and laboratory charges, pap smear, prostate examination, cholesterol screening, mammogram, and flu shot.		
Routine Physical Examinations (other than employees)	90%, after deductible	70%, after deductible
Eligible expenses include, but are not limited to routine physical examinations, related X-rays and laboratory charges, pap smear, prostate examination, cholesterol screening, and mammogram.		
Well Child Care (through age 6)	90%, deductible waived	70%, deductible waived
Eligible expenses include, but are not limited to normal newborn care, physical examinations, developmental assessments, immunizations, flu shots, and laboratory services.		
Routine Well Newborn Care	90%, deductible waived	70%, deductible waived
Organ Transplants	90%, deductible waived	70%, deductible waived
Obesity	90%, after deductible	70%, after deductible
Reasonable and customary charges for treatment of obesity that is endogenous.		
Maternity Expenses	90%, deductible waived	70%, deductible waived
Birthing Center	90%, deductible waived	70%, deductible waived

APPENDIX "G"

APPENDIX G

LETTER OF UNDERSTANDING STREET DIVISION - SNOW REMOVAL

Both the City and the Union understand the importance of providing excellent service to the Community in times of snow emergencies. For that reason the following procedures are mutually agreed upon, designed to provide safe trouble-free travel throughout the City as quickly and efficiently as possible after snow or ice storms:

- Procedures will be administered in accordance with Article 9, Section 4 of the Labor Agreement.
- Two shifts of employees will be developed for stand-by assignments by management, based on seniority and job classification and posted in the department. Shifts will be assigned stand-by assignments on an alternative basis. Distribution of stand-by assignments will be by shift, commencing with the most senior employee assigned to that shift on a rotating, round-robin basis.
- There will be a 30 minute response time upon notification by beeper.
- An employee will not receive stand-by pay if they are unable to report to work as scheduled for that day.
- An employee will begin to receive wages when they arrive at the service building and punch in.
- * In the event a problem develops with the maintaining of the 12 hour overtime differential, the City and Union will meet to resolve such issue. It is understood that no grievances will be filed as a result of an excessive overtime differential until after such meeting.

Darryl A. Mero 7/1/92
For the City Date

Willie L. L. L. 9-8-96
For the Union Date

APPENDIX "H"

LETTER OF UNDERSTANDING PESTICIDE CERTIFICATION - LEISURE FACILITIES AND SERVICES

During the course of negotiations for the 1994-1996 contract the parties agree that full-time permanent employees of the Leisure Facilities and Services Department required by the department to hold a certification for pesticide would receive a one-time \$100 payment the second pay period of July 1995. Additionally, any new employee *required to hold a certification* for pesticide will receive the \$100 payment upon certification.

APPENDIX "I"

LETTER OF UNDERSTANDING

ALTERNATE WORK WEEK

The parties agree that during the course of the labor agreement, the parties may wish to discuss changes in the hours of work for bargaining unit personnel. The parties agree that they will discuss any such changes along with contractual ramifications. If the parties reach a mutual agreement concerning any changes to the labor agreement, the parties may agree to reopen that agreement to effectuate such changes.

APPENDIX "J"

PAID FLEX LEAVE PROGRAM

PHILOSOPHY

This policy combines all paid time off with the exception of those holidays occurring on days that the City is not scheduled to work. It allows the employee to manage all paid leave time and affords opportunities for options based on individual desires and needs of employees.

HOLIDAY EXCLUSIONS

New Year's Day	Veteran's Day
Martin Luther King Jr. Day	Thanksgiving Day
Good Friday	Friday after Thanksgiving
Memorial Day	Christmas Day
Independence Day	Christmas Eve Day
Labor Day	President's Day

POLICY PROVISIONS

1. There are two separate paid leave accounts:
 - The paid leave flex account that will be utilized at the employee's discretion as either scheduled or unscheduled paid leave.
 - The long-term illness/injury account that can only be accessed while the employee is on an approved Family and Medical Leave and/or documented illness in excess of three (3) consecutive working days during each fiscal year. If the employee notifies Human Resources 30 days prior to the leave, the long-term illness/injury account may be accessed immediately.

2. Flex Leave will accrue bi-weekly in accordance with the following schedule:

Years of Service	Days	Hours of Paid Leave	Bi-weekly Accrual
0 - 3	15	120 hours	4.615
4 - 5	17	136 hours	5.231
6 - 8	20	160 hours	6.154
9 - 12	23	184 hours	7.077
13 - 16	25	200 hours	7.692
17 - 20	28	224 hours	8.615
21 - 24	30	240 hours	9.231
25 and over	35	280 hours	10.769

3. The long-term illness/injury account will accrue at ten (10) days per year or 3.077 hours per bi-weekly pay period to a maximum of 960 hours.
4. To be eligible for bi-weekly accrual of either flex leave or long-term illness/injury leave the employee must work or be paid for a minimum of 40 hours during that pay period.

5. Employees who have an accumulated balance of Flex Leave on their anniversary date in excess of 280 hours may transfer the excess hours to their long-term illness/injury leave account. Long-term illness/injury leave may accrue to a maximum of 960 hours.
6. An employee whose flex leave balance exceeds 280 hours on his/her anniversary date after 7/1/97 and whose long-term illness/injury account is at 720 hours, will have the excess balance converted to cash at the rate of 1 hour of flex leave to 1 paid hour to a maximum pay out of 48 hours annually. To be eligible for this conversion the employee must have used 80 hours of scheduled flex leave during the previous fiscal year.
7. Upon termination an employee will be paid for all unused flex leave hours. There will be no payout for hours in the Long Term Illness and Injury Account.
8. In the event an employee has utilized all available leave benefits except compensatory time, at the discretion of the Employer, advancement of up to eighty (80) hours may be provided. Advancement shall consider the employee's seniority and work history. Upon the employee's return to work, long term illness/injury leave benefits will not accrue until the amount of advancement has been paid back.

PROGRAM ADMINISTRATION

1. Flex leave may be taken as **scheduled leave** upon advance approval of the supervisor. Request for scheduled paid flex leave time must be made prior to the end of the work day preceding the requested day off and will not be unreasonably denied.
2. On six occasions during each fiscal year an employee may use his/her flex leave for **unscheduled leave**. Unscheduled leave occurs when an employee does not request such time off prior to the end of the workday preceding the requested day off. To be eligible for paid flex leave the employee must however notify the supervisor prior to the start of the employee's workday of such absence. Requests made after the start of the workday are considered unscheduled leave time; with the exception of absences not related to illness, approved by the supervisor, and taken during the last half of the scheduled workday. After six occasions during each fiscal year all unscheduled leave will be unpaid. (An occasion is defined as any period of continuous absence up to 5 consecutive working days).
3. After three (3) consecutive working days due to illness or injury in a fiscal year, the employee may access his/her long-term illness/injury account. If the employee notifies Human Resources 30 days prior to the leave, the long-term illness/injury account may be accessed immediately. Documentation must be presented to the Human Resources Department on the need for the absence and application for Family and Medical Leave must be submitted and approved by the Director of Human Resources. Except, an illness that would result in sporadic absences due to a chronic condition would immediately qualify for utilization of the long-term illness/injury account in accordance with the provisions of the Family and Medical Leave Policy. Employees with intermittent illnesses or injuries are required to submit a new Certification of Physician annually. Intermittent illnesses or injuries are defined as sporadic absences, which if become continuous (i.e. resulting in an absence of more than 8 hours) require an employee to submit an updated FMLA Leave of Absence Request and Certification of Physician.

4. Flex leave may also be used for an absence due to serious illness or injury of a family member that requires the care and attention of the employee. If such absence exceeds three (3) consecutive working days, utilization of the long-term illness/injury account may be approved by the Human Resources Director pursuant to the City's FMLA policy.
5. Not included in the flex leave are absences due to military duty, jury duty, bereavement or absences due to work related injuries. These absences are tracked separately and would be in addition to the flex leave time.
6. Employees cannot access leave hours not accrued. Accrued hours are those listed on the employee's preceding payroll check.

APPENDIX "K"

ADMINISTRATIVE POLICY 2.4

APPENDIX K

CITY OF DAVENPORT

ADMINISTRATIVE POLICY

No. 2.4

SUBJECT: EDUCATIONAL ASSISTANCE

DATE: JULY 1996

GENERAL POLICY:

The City of Davenport recognizes that education is a continuing process and that additional professional training can result in improved performance by its employees. Therefore, the City will provide financial assistance to employees who successfully complete approved college credit coursework as a means of preparing for increased responsibility within the City of Davenport.

SCOPE:

All permanent, full-time, non-bargaining employees.

PROVISIONS:

Approved Courses

1. To qualify for reimbursement, courses of study must bear a direct relationship to the general field of business activity in which the employee is engaged or is likely to become engaged in the future. If the employee wishes to earn a degree, and provided the major field of study bears the aforementioned relationship, any course which is a prerequisite to that degree may also qualify.
2. Approved courses may include correspondence courses as well as those requiring class attendance, but must be offered by a recognized school.
3. The employee must obtain approval from his/her Department Head and the Director of Personnel in advance of enrollment.

Reimbursement

1. Reimbursable expenses include tuition and other fees specifically charged by the school for the approved course, plus the cost of required books, up to a total maximum per calendar year of \$850 for courses leading to an undergraduate degree or \$1150 for courses leading to a post-graduate degree.

ISSUED BY: Daryl A. Moore, Director of Human Resources

APPROVED BY: Cowles Mallory, City Administrator

Page 1 of 2

APPENDIX "K" - Cont.

ADMINISTRATIVE POLICY 2.4

ADMINISTRATIVE POLICY

No. 2.4

SUBJECT: EDUCATIONAL ASSISTANCE

DATE: JULY 1996

Management employees of the Police Department are eligible for a total maximum per calendar year of \$1100.

2. Courses will be credited to the calendar year containing the last day of class.
3. Reimbursement will be made after the employee submits certification that the course has been completed with a passing grade.
4. If an employee is eligible to receive State or Federal assistance or other scholarship or grant, reimbursement through this policy will supplement such assistance up to the annual maximums. In no case will the combined total received from the City and another source of funding exceed the actual expenses incurred.

Termination of Employment

1. An employee who voluntarily terminates prior to three years from the date of course completion shall be required to reimburse the City for tuition reimbursement received on a prorated basis. The employee must reimburse 33 1/2% of the tuition paid on his/her behalf for each portion of the 3 12-month periods between the date of course completion and the termination date.

ISSUED BY: Daryl A. Moore, Director of Human Resources

APPROVED BY: Cowles Mallory, City Administrator

Page 2 of 2

APPENDIX L
PERFORMANCE APPRAISAL

APPENDIX L
CITY OF DAVENPORT
HOURLY RATED EMPLOYEE
EMPLOYEE PERFORMANCE APPRAISAL
(CONFIDENTIAL)

Employee Name _____
Job Title _____
Department _____
Assessment period from _____ to _____
Date of Appraisal _____

APPRAISAL RANKING DEFINITIONS

GREATLY EXCEEDS POSITION EXPECTATIONS

Performance consistently exceeds the requirements of the position.
Objectives are achieved beyond expectations.

EXCEEDS POSITION EXPECTATIONS

Performance meets all expectations of the position and objectives with extra effort evident in quality and quantity of work, customer service and other important dimensions of performance.

MEETS POSITION EXPECTATIONS

Performance meets job requirements in most areas with effort evident in quality, quantity of work, customer service and other important dimensions of performance.

IMPROVEMENT REQUIRED

Performance is below position expectations in specified areas, employee must commence immediate steps to improve performance.

UNACCEPTABLE

Performance does not fulfill the requirements of the position.
(Alternatives must be discussed with employee.)

APPENDIX L - Cont.

PERFORMANCE APPRAISAL

II.

	G	EX	EX	M	RE	IMP	UN
Job Knowledge Employee has the know how and skills to perform the essential functions of the job.							
Supervisor comments that support rating -							
Quality of Work Job assignments are performed according to city standards, not requiring rework.							
Supervisor comments that support rating -							
Quantity of Work Employee exhibits adequate drive and initiative in the performance of job duties.							
Supervisor comments that support rating -							
Dependability Employee reports on time ready for work, exhibits good attendance habits and adequately carries through on all assignments and instructions.							
Supervisor comments that support rating -							
Customer Service Employee exhibits courtesy, tact and responsiveness in all dealings with the public.							
Supervisor comments that support rating -							
Working Relationships (Teamwork) Employee maintains cooperative working relationships with co-workers and supervisors functioning as part of the work group.							
Supervisor comments that support rating -							
Supervisor's suggestions for overall job enhancement or improvement.							
Overall Rating							

APPENDIX L – Cont.
PERFORMANCE APPRAISAL

ASSESSMENT SUMMARY

Summary Evaluation:

☐ Greatly Exceeds ☐ Exceeds ☐ Meets Req. ☐ Improvement Req ☐ Unacceptable

Supervisor comments that support rating -

EMPLOYEE COMMENTS

Do you understand how performance was evaluated?

Provide other comments as desired.

Supervisor

Signature

Date

Division Manager

Signature

Date

Departmental Review

Signature

Date

Your signature does not necessarily indicate you agree with the appraisal, it simply means the appraisal has been discussed with you.

Employee Signature

Date

Human Resource Reviewed

Initials

Date

APPENDIX L – Cont.

PERFORMANCE APPRAISAL

SELF-APPRAISAL QUESTIONNAIRE

(To be given to employee at least two weeks prior
to assessment meeting)

This form is intended to be used as a vehicle to promote two way communication between you and your supervisor during your performance appraisal. Upon request of the employee, this form shall be attached to employee performance appraisal. Completion is not required, however it is strongly recommended that you bring the completed form to your assessment meeting scheduled on _____.

Employee's Name

Date

1. What were my specific accomplishments since the last appraisal period?
2. What goals or standards did I fall short of meeting? Why?
3. What have I done since my last appraisal to prepare myself for more responsibility?
4. Do I need more experience or training in any aspect of my current job?
5. How could my supervisor(s) help me do a better job?
6. Is there anything the organization or my supervisor(s) does that hinders my effectiveness in meeting my goals?
7. What job changes will improve my effectiveness in meeting my goals?

APPENDIX M

LETTER OF UNDERSTANDING CDL POOL

It is the intent of the City to create a CDL pool that can be accessed to cover snow removal, floods, or other emergencies as needed to provide adequate service to the citizens of Davenport. This pool shall be used to fill vacancies in the assigned teams during emergencies. This pool will consist of all employees who currently possess a job requiring a CDL. This group can also include any employee who volunteers and is willing to acquire a CDL at City expense.

During an emergency situation, this pool will be accessed as follows:

- First, the volunteer list whose supervisors release them for duty.
- Second, the volunteer list will be accessed when sufficient volunteers are not available to meet an emergency situation.

An emergency is defined as a situation in which the Public Works Director declares an emergency.